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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CSP FOODS LTD.

7006

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Employment and Immigration Canada +

Emploi et Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

1989

Form Formulaire 1437 CORPORATE SCEAU DE LA SOCIÉTÉ PROVINCES/TERRITORIES PROVINCES/TERRITORIES SEAL 166 242 25 10 450 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITE EN MATIÈRE D'EMPLOI NWI-THO MAN-MAN ONT-OMF PELLP.E SASK -SASK ALTA.-ALB NFLD - T.-N B.C.C.4 TKN.-YUK. QUE.Q N.S.M.E N.B.-A.-E hungern 1102 - 201 Portage Ave. Winnipeg, Man. TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS AU CANADA 2 10 04 DESIGNATED CM AS Compensation Analyst EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTEKCATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOY. IDENTIFICATION D'EXACTITUDE EDMONTON MONTREAL VANCOUVER WINNIPEG COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE TORONTO CALGARY HALIFAX REGINA Eleanor Beaudoin CSP Foods Ltd. (E) CSP Foods Ltd GEOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF ADMESSE POSTALE INDIQUER LE NOMBRE POSITION TITLE - TITME OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS IHAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) MAILING ADDRESS OUE LES RENSEGMEMENTS FOURNIS DANS LES FORMULAIRES I A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS. HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 0 0 NO. OF EMPLOYEES MOMBRE DE SALARLÉS 184 NO. OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIES HO. OF EMPLOYEES SIGNATURE - SIGNATURE NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALARIES
TEMPORAIRES 266 25 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - MOM DU PREMIER DARKGEANT DE 1 YENTREPRISE Winnipeg, Man. ➂ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA TIONALE PRINCIPALE OFlour Prepared Cereal Food & Feed Industries NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL Chief Executive Officer May 29, 1102-201 Portage Ave. 2 Vegetable Oil Mills Huffman CSP Foods Ltd. FULL LEGAL NAME - NOM LÉGAL AU COMPLET A. D. Huffman INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ DATE - DATE POSITION TITLE - TITLE OU FONCTION NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TERMS PLEIN D. Α. 420 i. (Name) IE. (NOM) Θ 0 0 0 (2) @ (2) 3 æ NOM DE L'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION D'EXACTITUDE FOSITION BRANCHE(S) CATEGORIES CATÉGORIES OFFICERS INDUSTRIAL D'ACTIVITÉ SECTOR(S) ACCURACY SALARIÉS ADDRESS ADRESSE STATUS 30 OF -QWZ MA-AZZON 93 CARRO -02 KHHWHKH -QWZH 02 2 H 4 O 2 H MUZZECK

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOM INSTRUCTIONS POUR REMP! IR TOUS LES FORMULAIRES

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NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Page Form 2 Part A. Formulaire 2 Partie A.

Women Col 13 83 Members of Visible Minorities Membres des minorités visibles 19 Reporting Period: Periode de rapport Men Col. 12 Total Number Nombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapées VEGETABLE OIL MILLS Men Col 9 Total Number Nombre total Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Hommes Col. 6 Total Number Nombre total Col. S Province / Territory (specify)
Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men Hommes Col 3 10 20 Total Number Nombre total Col. 2 10 13 CSP FOODS LTD. Quart National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 70,000 tover 50,000-54999 70,000 tover 27,500-29999 35,000-39999 50,000-54999 30,000-34999 35,000-39999 25.000-27499 17,500-1999 6644-000,04 45,000-4999 Col. 1 \boxtimes Occupational Groups Catégories professionnelles Middle or other managers Cadres intermediaires et Upper- level managers Cadres superieurs Semi-professionals and technicians Semi-professionnels et techniciens Nom de l'entreprise Name of Business: Location-Endroit Foremen/women Contremaitres Professionals Professionnels autres cadres Supervisors

1 M 18/1 (9-86) P 1

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus élevé . .



NOTE: See instructions NOTA: Voir instructions						CONSOLIDATED 1989	ED 1989					Formulaire	laire 2 Par	Partie A, Page 2
	Top and bottom of salary range	:		All Employees Tous les salariés		र्वे	Aboriginal Peoples Autochtones	,	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col. 3	Col 4	Col. 5	Gol. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
		4	+	+		1			1			-		
Clerical workers	35,000-39999	8	10	2	89	1			1			1 7		
curping as calculated	15.000-17499	7	29	1 2	28	1 ++	1	1	1 1			2	1	2
		4	8	e		1			-			1		
Sales workers	55,000-59999	m	1	1	1	1			1			1		
Employes du secteur de la		2	o •	o	1	1			-			1		***************************************
	25,000-27499	-	7	5	2	-			-			-		
		4	1											
Service workers	-	е	1											
services		7	1											
	-	-	-											
Skilled crafts and trades	1	4	16	16	1	1						1		
workers	35,000-39999	8	17	17	1	1			-			1		
ravaments quannes et		7	œ	Φ.	ı			***************************************	-			-		
	22,500-24999	-	1	1	1	1			-			1		
		4	11	11	1	1			1			1		
Semi-skilled manual workers	30,000-34999		47	47	1	2	2	1	2	7	1	2	2	1
Iravailleurs manuels		7	38	38	1	1			1			1		
commonde.	20,000-22439	-	20	19	1	1			-			-		
		4	47	47	1	1			1	-	1	1		
Other manual workers	30,000-34999	æ	1	1	1	1			1			1		
Autres travailleurs manuels		7	8	8	1				1	7	1	1		
	20,000-22499	-	3	2	1									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	OF EMPLOYEES DE SALARIÉS		420	344	76	e	2	н	9	9	- 1	10	9	#
			1 cofore to the lo	acus useles from	tor A refere to	the highest rates	in Ourselock							

FMP 3871 (9-86) P 2

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus éleve

Employmen

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 2 Part B, Page 1 Col. 13 19 89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport Men Col. 12 Total Number Nombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapees Men Col. 9 VEGETABLE OIL MILLS Total Number Nombre total OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES; SALARIÉS PERMANENTS À TEMPS PARTIEL* Col 8 Col. 7 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men Col. 6 Total Number Nombre total Col 5 Province / Territory (specify) Province / territoire (preciser) Women Col 4 All Employees Tous les salariés Men Col 3 CSP FOODS LTD. Total Number Nombre total Col. 2 Quarter National (Canada) 4 m ~ 4: m: 4: m: Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 5,000-7,499 Coll X Occupational Groups Categories professionnelles Middle or other managers Cadres intermédiaires et NOTE: See instructions NOTA: Voir instructions Upper- level managers Cadres superieurs Semi-professionals and technicians Semi-professionnels et techniciens Name of Business: Nom de l'entreprise: Location-Endroit **Professionals Professionnels** autres cadres Supervisors

Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Foremen/women Contremaitres

MP 5886 (9-86) P

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins éleve. 4 represente les salaires du quart le plus éleve





CONSOLIDATED - PERM. PART-TIME 1989

Form formulaire 2 Partie B, Page 2

NOTA: Voir instructions	Top and bottom			All Employees		At	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorités visibles	norities
Occupational Groups Catégories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	6 loo	Col 10	Col 11	Col 12	Col 13
Clerical workers	22,500-24999	4 E	1		Т									
Employės de bureau		2 1	H	þ	1	1			ν			ν		
Calac workers		4 .												
Employes du secteur de la vente		2 -												
Service workers		4 w												
Employés du secteur des services	5,000-7499	2	1	1	1	1			11			1		
Skilled crafts and trades workers		4 E												
Travailleurs qualifies et artisans		2												
Semi-skilled manual workers		3.4												
Travailleurs manuels specialises		2												
Other manual workers		4 m												
Autres travailleurs manuels	10,000-12499	1	1	1	1	1			1			1		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES DE SALARIÉS		2	1	#	1			-			-		

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter! 1 represente les salaires du quart le plus eleve. 4 représente les salaires du quart le plus eleve

Emplor et Immigration Canada Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 3 Partie A

Women Col 12 # 2 i \vdash Members of Visible Minorities Membres des minorités visibles Men Hommes 5 9 1 7 2 ч \vdash 19 89 Total Number Nombre total Reporting Period: Periode de rapport: Col. 10 VEGETABLE OIL MILLS ł 2 7 2 Н 10 Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 0 2 9 Industrial Sector: Branche d'activité: Total Number Nombre total Col 7 7 7 1 9 -Women Col. 6 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (préciser) Col 5 2 2 Total Number Nombre total Col 4 2 Women Col. 3 2 6 18 2 # 2 91 21 CSP FOODS LTD. All Employees Tous les salariés Men Hommes Col. 2 ŀ 9 26 33 70 35 29 22 6 344 National (Canada) Total Number Nombre total Col. 1 7 6 118 6 27 # 148 75 29 22 420 37 \boxtimes TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$70,000 and over SALARY RANGES ECHELLES DE RÉMUNERATION \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$25,000 - \$27,499 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 \$50,000 - \$69,999 Under Moins de \$10,000 \$22,500 - \$24,999 \$27,500 - \$29,999 NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise. Location-Endroit

LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salariés permanents a temps partiel et les salariés temporaires

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY; PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL; SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Part B Forte B Forte B

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 19 89 Total Number Nombre total Reporting Period: Période de rapport: Col. 10 VEGETABLE OIL MILLS Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Industrial Sector: Branche d'activite Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col. 5 Total Number Nombre total Col. 4 Women Col 3 2 7 CSP FOODS LTD. All Employees Tous les salariés Men Col 2 ₩ National (Canada) Total Number Nombre total Col 1 0 2 \$50,000 and over SALARY RANGES ECHELLES DE RÉMUNERATION \$40,000 - \$49,999 \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under \$2,500 Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 \$7,500 - \$9,999 Name of Business: Nom de l'entreprise Location-Endroit

LMP 3849 (9:86)

TOTAL NUMBER OF EMPLOYEES
NOMBRE TOTAL DE SALARIES

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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Emplor et Immigration Canada Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

CSP FOODS LTD.

NOTE See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

Industrial Sector: Branche d'activite.

Form Part A Part A Formed

VEGETABLE OIL MILLS

19 89 Reporting Period: Période de rapport: Province / Territory (specify)
Province / territoire (preciser) National (Canada)

		All Employees Tous les salaries		ď	Aboriginal Peoples Autochtones	sa	Pers	Persons with Disabilities Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col 4	Col. 5	Gol 6	Col. 7	Col 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres superieurs	1											
Middle or other managers Cadres intermediaires et autres cadres	ı											
Professionals Professionnels	1	1	b	ı			V			ν		
Semi-professionals and technicians Semi-professionnels et techniciens	2	2	m	1			V			2	1	1
Surveillants	1											
Foremen/women Contremaitres	9	9	1	ı			1			,		
Clerical workers Employés de bureau	11	1	10	П	i	Ħ	ı			2	,	2
Sales workers Employés du secteur de la vente	ħ	Э	1	ŀ			1			P		
Service workers Employes du secteur des services												
Skulled crafts and trades workers Travailleurs qualifiès et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	1	1	1	ŀ			ı			1		
Other manual workers Autres travailleurs manuels	7	9	1	t			1			ŀ		

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires 44

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

1 MP 3870 (9 86)

Canadä

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PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

4 Partie B

Form Formulaire

19 89 Reporting Period: Période de rapport: VEGETABLE OIL MILLS Industrial Sector: Branche d'activite: Province / Territory (specify) Province / territoire (preciser) CSP FOODS LTD. National (Canada) National (Canada) W NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Lucation-Endroit

		All Employees Tous les salariés		,	Aboriginal Peoples Autochtones	ş	Pers	Personnes handicapées	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col. 1	Col 2	Col 3	Col 4	Col. 5	Gol 6	Col 7	Col 8	6 lo	Col 10	Col. 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionals et techniciens												
Supervisors Surveillants				NOT	APPLI	CABLE						
Foremen/women Contremaitres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RÉCRUTEMENTS												
	the consequence of the	ete for parm apant	full-time and to	soon of any second and the same to be a second second of the second second								

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A

Form Formulaire

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'annee doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'interieur de laquelle its ont êté promus en dernier) 19 89 Men Col. 11 Reporting Period: Période de rapport Total Number Nombre total Col. 10 ŀ ŀ - \vdash VEGETABLE OIL MILLS Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 2 3 9 9 All Employees Tous les salariés Men CSP FOODS LTD. Col. 2 # # æ 7 25 25 Total Number Nombre total National (Canada) National (Canada) Col. 1 # 0 3 # 4 5 4 31 31 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS M Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialisés Employés du secteur de la vente Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Other manual workers Name of Business. Employes de bureau Foremen/women Location-Endroit Clerical workers Professionals Professionnels Contremaitres Sales workers Supervisors

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED" AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL"

Formulaire 5 Partie B

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaxies promus flessalaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle its ont été promus en dernier) 19 89 Men Hommes Col. 11 Reporting Period: Période de rapport. Total Number Nombre total Col. 10 Women VEGETABLE OIL MILLS Col 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activite: Col. 7 Women Col. 6 BL CA Aboriginal Peoples Autochtones P L I Men Col. 5 Q. A Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total ⊢ Col. 4 0 z Women Col 3 All Employees Tous les salariés Men Col. 2 USP FOODS LTD. Total Number Nombre total National (Canada) National (Canada) Col. 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS \boxtimes Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Employes du secteur des services Skilled crafts and trades workers Employes du secteur de la vente Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Employés de bureau Name of Business: Nom de l'entreprise Foremen/women Location-Endroit Clerical workers Service workers Professionnels Contremaitres Sales workers Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents a temps plein et les salaries temporaires



Emplor et Immigration Canada Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Part A

Women Col 12 Η. Members of Visible Minorities Membres des minorités visibles Men Col. 11 83 Total Number Nombre total 19 Col 10 ı Reporting Period: Periode de rapport: VEGETABLE OIL MILLS Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 ı Women Gol. 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 7 All Employees Tous les salariés Men CSP FOODS LTD. Col. 2 7 2 3 7 18 Total Number Nombre total National (Canada) National (Canada) Col. 1 2 Н 0 ∀ 7 ч 4 က 7 25 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans t mployes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels NOTE: See instructions NOTA Voir instructions NOTA Voir instructions Name of Business: Nom de l'entreprise: Other manual workers Upper-level managers Clerical workers Employes de bureau Cadres superieurs furemen/women Confremaitres Location-Endroit Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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MP 3872 (9:86)

Part B Partie B 9 Form Formulaire

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 19 89 Total Number Nombre total Col 10 Reporting Period: Periode de rapport. VEGETABLE OIL MILLS Women Col 9 Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activite: Col 7 Women BL Col. 6 V Aboriginal Peoples Autochtones APPLI Men Hommes Col. 5 Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col. 4 T 0 z Women Col 3 All Employees Tous les salaries Men Col. 2 CSP FOODS LTD. Total Number Nombre total National (Canada) Col. 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers timployes du secteur des services Skilled crafts and trades workers travailleurs qualifiès et artisans Sales workers t mployes du secteur de la vente NOTE. See instructions NOTA. Voir instructions Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business Nom de l'entreprise. Foremenwomen Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires 44

TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS

MP 3889 (9 80)

Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels

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Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN*

2 Part A. Page 1

Formulaire

Women Col 13 1989 Members of Visible Minorities Membres des minorités visibles Reporting Period: Periode de rapport Hommes Col 12 Men Total Number Mombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapées Men Col 9 VEGETABLE OIL MILLS Total Number Nombre total Col. 8 Women Col 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total MANITOBA Col. 5 Province / Territory (specify) Province / territoire (préciser) Women Cot 4 All Employees Tous les salariés Men Hommes Col 3 Total Number Nombre total Col 2 7 0 0 0 CSP FOODS LTD. Quart National (Canada) 4 m Top and bottom of salary range Maximum et minimum de l'échelle de remuneration 70,000 tover 35,000-39999 0,000-34999 66664-000,54 27,500-29999 30,000-34999 70,000 tover 35,000-3999 45,000-4999 7,500-19999 50,000-5499 30,000-3499 Col 1 Occupational Groups Catégories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and technicians Semi-professionnels et techniciens NOTE: See instructions NOTA: Voir instructions Upper- level managers Cadres superieurs Name of Business: Nom de l'entreprise foremen/women Location-Endroit Professionals Professionnels Contremaitres autres cadres Supervisors

Use separate Parts for permanent part-time and temporary empluyees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries Temporaires

1 PAY 38/1 (9 86) P 1

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins eleve; 4 représente les salaires du quart le plus-elevé :

MANITOBA 1989

NOTE: See instructions NOTA: Voir instructions

Form Formulaire 2 Partie A, Page 2

Col. 13 Members of Visible Minorities Membres des minorités visibles Men Col. 12 Total Number Nombre total Col. 11 Col 10 Persons with Disabilities Personnes handicapées Men Col. 9 Total Number Nombre total Col. 8 Women Col 7 Aboriginal Peoples Autochtones Men Gol 6 Total Number Nombre total Col. 5 Women Col. 4 110 All Employees Tous les salaries Men 6 28 10 12 Total Number Nombre total 2 100 3 10 1 6 28 10 13 Quarter 22,500-24999 5,000-39999 22,500-24999 30,000-34999 22,500-24999 Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 35,000-39999 55,000-59999 35,000-39999 15,000-17499 Col Semi-skilled manual workers Travailleurs manuels specialisės Occupational Groups Categories professionnelles Sales workers Employés du secteur de la Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des Clerical workers Employes de bureau

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins elevé, 4 représente les salaires du quart le plus-eleve

129

161

2,500-24999

Other manual workers Autres travailleurs manuels

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES

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NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Part B. Page 1

89 19 Reporting Period: Période de rapport: Designated CMA (specify) RMR designee (preciser) VEGETABLE OIL MILLS Industrial Sector: Branche d'activité: MANITOBA Province / Territory (specify)
Province / territoire (preciser) 8 CSP FOODS LTD. National (Canada) National (Canada)

														_
Source Deposite Control	Top and bottom of salary range	:	1	All Employees Tous les salariés		At	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapees	ties	Member	Members of Visible Minorities Membres des minorités visibles	rities
Catégories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	L loj		Col. 2	Col 3	Col 4	Col 5	Col. 6	Col. 7	Col 8	6 lo	Col. 10	Col. 11	Col. 12	Col 13
Upper-level managers Cadres superreurs		4 m ~ -												
Middle or other managers Cadres intermediaires et autres cadres		# E 2 =												
Professionals Professionnels		3 8												
Semi-professionals and technicians Semi-professionnels et rechniciens		3 4												
Supervisors Surveillants	5,000-7,499	4 m ~ -			1	1			t-			٧		
Foremenwomen Contrenaitres		4 m v.												

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I refers to the lowest salary quarter; 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve

Use separate Parts for permanent full-time and temporary employees ... Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires.

1 MF 3880 (9 86) F 1

NOTE. See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

MANITOBA 1989

PERM. PART TIME

Form Part B, Page 2 Formulaire 2 Partie B,

Women Col 13 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 12 Total Number Nombre total Col. 11 Women Col 10 Persons with Disabilities Personnes handicapées Men Col. 9 Total Number Nombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Women Col 4 All Employees Tous les salaries Men Col 3 1 Total Number Nombre total Col 2 П Quarter 4 m Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 22,500-24999 22,500-24999 5,000-7,499 Col 1 Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Categories professionnelles Sales workers Employes du secteur de la vente Service workers Employes du secteur des Skilled crafts and trades Travailleurs qualifies et artisans Clerical workers Employés de bureau workers

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus-eleve

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0,000-12499

Other manual workers Autres travailleurs manuels

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

3 Part A Form Formulaire NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:	CSP FOODS LTD.	DS LTD.					Branche d'activite:	· da	VEGETABLE OIL MILLS	ILLS		
Location-Endroit	National (Canada)	Canada) Canada)	×	Province / Territory (specify) Province / territoire (preciser)		MANITOBA			Repor	Reporting Period: 19 Période de rapport: 19	19 89	
		All Employees Tous les salariés		₫	Abonginal Peoples Autochtones		Perso	Personnes handicapées	~ ~	Membr	Members of Visible Minorities Membres des minorités visibles	isibles
SALARY RANGES ECHELLES DE RÉMUNÉRATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col. 3	Col 4	Col. 5	Col. 6	Col. 7	Col. 8	Col 9	Col. 10	Col. 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499	1	1	1	1			1			ı		
\$17,500 - \$19,999	#	1	#	ı			ı			1		
\$20,000 - \$22,499	14	†	10	1	1	1	1			1	ı	1
\$22,500 - \$24,999	25	20	5	1			ı			ı		
\$25,000 - \$27,499	27	22	5	1			1			1		
\$27,500 - \$29,999	25	22	8	1			1	1	1	i		
\$30,000 - \$34,999	26	24	2	1			ı			1		
\$35,000 - \$39,999	10	89	2	1			1			_		
\$40,000 - \$49,999	13	13	1	t			1	~	1	1	1	1
666'69\$-000'05\$	10	10	1				ı			ı		
\$70,000 and over	9	9	-	1			ı			1		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	161	129	32	1	1	1	2	2	1	2	1	1

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries. Lemporaires

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Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 3 Part B NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:	CSP 1	CSP FOODS LTD.					Industrial Sector: Branche d'activité:	-Ai	VEGETABLE OIL MILLS	FILS		
Location-Endroit	National (Canada) National (Canada)	Canada) Canada)	8	Province / Territory (specify) Province / territoire (préciser)	ry (specify) re (préciser)	MANITOBA			Report	Reporting Period: 19 Periode de rapport: 19	68 61	
		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones	8	Pers	Persons with Disabilities Personnes handicapées	\$ 2	Membe	Members of Visible Minorities Membres des minorités visibles	rities
SALARY RANGES ECHELLES DE RÉMUNÉRATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col 4	Col S	Col 6	Cot 7	Col 8	6 lo	Col. 10	Col 11	Col 12
Under Moins de \$2,500												
\$2,500 - \$4,999												
\$5,000 - \$7,499	2	ı	2	ı			ı			1		
\$7,500 - \$9,999												
\$10,000 - \$12,499	. 1	1	1	-			1			ı		
\$12,500 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$24,999	2	ı	2	ſ			ı			ı		
\$25,000 - \$29,999												
\$30,000 - \$39,999												
\$40,000 - \$49,999			•									
\$50,000 and over												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	5	1	ħ	ŀ			í					

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salaries permanents à lemps plein et les salaries temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN" PERMANENT FULL-TIME EMPLOYEES HIRED*

4 Part A Women Col. 12 ~ Members of Visible Minorities Membres des minorités visibles Form Formulaire Men Hommes Col. 11 Total Number Nombre total 686 Col 10 4 Reporting Period: Période de rapport: Women VEGETABLE OIL MILLS Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité. Col 7 Women Col. 6 Н MANITOBA Aboriginal Peoples Autochtones Men Hommes Col. 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 \vdash Women Col 3 # X All Employees Tous les salariés Men Col 2 ~ ₹ CSP FOODS LTD. Total Number Nombre total National (Canada) National (Canada) Col. 1 2 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employès du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employes du secteur de la vente NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Upper-level managers Clerical workers Employés de bureau Cadres superieurs Foremen/women Confremaitres Location-Endroit Professionals Professionnels Surveillants

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

Semi-skilled manual workers Travailleurs manuels specialises

Other manual workers Autres travailleurs manuels

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A

Form Formulaire

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus en cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'interieur de laquelle ils ont eté promus en dernier) Hommes Col. 11 Men Reporting Period: Période de rapport: Total Number Nombre total Col. 10 Women Col. 9 VEGETABLE OIL MILLS Persons with Disabilities Personnes handicapees Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Col. 6 Aboriginal Peoples
Autochtones MANITOBA Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 2 \boxtimes All Employees Tous les salariés Men Hommes Col. 2 9 11 0 CSP FOODS LTD. Total Number Nombre total National (Canada) National (Canada) Col. 1 13 6 13 2 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Skulled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Autres travailleurs manuels Other manual workers Opper-level managers Cadres superieurs Employes de bureau Name of Business: Nom de l'entreprise Foremen/women Clerical workers Service workers Location-Endroit Professionals Professionnels Contremaitres Sales workers Supervisors

Use separate Parts for permanent part time and temporary employees * Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Part A Partie A

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Form Formulaire

Women Col 12 -4 Members of Visible Minorities Membres des minorités visibles Men Col. 11 v ŀ Total Number Nombre total 19 89 Col 10 ν -V 4 Reporting Period: Periode de rapport: Women VEGETABLE OIL MILLS Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 4 ş Women Col. 6 MANITOBA Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 # # ļ ŧ \boxtimes All Employees Tous les salaries Men Hommes CSP FOODS LTD. Col 2 2 8 2 \forall Total Number Nombre total National (Canada) National (Canada) Col. 1 0 2 12 Н # 1 \leftarrow 4 Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises t mployes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE. See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Liencal workers Employes de bureau Name of Busmess. Nom de l'entreprise Contremaitres Location-Endroit Service workers Professionals Professionnels Sales workers Surveillants

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Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salariés temporaires *

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Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

2 Part A. Page 1

Form Formulaire

Women Col 13 19 89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Periode de rapport Men Col. 12 Total Number Nombre total Col 11 1 Women Col 10 Designated CMA (specify) RMR designée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 VEGETABLE OIL MILLS Total Number Nombre total Col. 8 Women Col 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Hommes Col 6 SASKATCHEWAN Total Number Nombre total Col 5 Province / Territory (specify) Province / territoire (préciser) Women Col 4 All Employees Tous les salaries Men Col 3 Total Number Nombre total X Col 2 Quarter National (Canada) CSP FOODS LTD. 30,000-34999 66645-000,00 90,000-34999 5,000-39999 0,000-34999 5,000-27499 56644-000,01 55,000-69999 5,000-39999 20,000-22499 Top and bottom of salary range Maximum et minimum de l'échelle de remunération 70,000+over 00 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et technicians Semi-professionnels et techniciens Semi-professionals and Upper- level managers Name of Business: Nom de l'entreprise Cadres superieurs Foremen/women Contremaitres Location-Endroit Professionals Professionnels autres cadres Supervisors

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!
 1 represente les salaires du quart le moins éleve; 4 represente les salaires du quart le plus éleve

SASKATCHEWAN - 1989

Form Part A. Page 2 Formulaire 2 Partie A. Page 2 NOTE See instructions NOTA: Voir instructions

												o minimum		rente A.
Occupational Groups	Top and bottom of salary range Maximum et	:		All Employees Tous les salariés		∢	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapées	ities	Member	Members of Visible Minorities	orities
Categories professionnelles	minimum de l'échelle de rémunération	Quarte	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col. 8	Col. 9	Cot 10	Col 11	Col 12	50 13
		4	2	2	1	-			,					(0) 13
Clerical workers	30,000-34999	e	6	1	6	1			1			-		-
		2	11	1	11	ı			ı			-		Ţ
	15,000-17499	-	10	1	10	-			1			-	1	-
Sales workers Employes du secteur de la	35,000-39999	4 W	2	2	1: 1:	1 1			1 1			1 1		
vente	30,000-34999	1	2	2	11 1	1 1			1 1			ı.		
Service workers Employee du serteur des	ŧ	4 W	1 1									1		
services	1	7 -	1 1											
Skilled crafts and trades Workers Transallance constitute of	35,000-39999	4 W	13	13	1 1	1: 1			1- 1			1 1		
artisans	25,000-27499	7	9 #	9 #	1 1	1 1			1 1			1		
Semi-skilled manual workers	30,000-34999	4 m	8	8	1 1	1 1			1			1 1		
specialisės	25,000-27499	7 -	19 20	19		1.0	C		-	1	1	\$ 4		
Other manual workers	30,000-34999	4. W	4.5	45	1 1	: 1: 1			1	1	1	9		
Autom con manners	20,000-22499	2 -	# e-	4 =					1	1				
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	IF EMPLOYEES DE SALARIÉS		217	180	37	2	2	1	77	#		77	-	

Televin to the lowest salay quarter, 4 refers to the highest salay quarter
Trepresente les salaires du quart le moins éleve, 4 represente les salaires du quart le plus éleve

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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE. See instructions NOTA: Voir instructions			S.P.R.	OFIL SALARIAL	RY: PERMAN	ENT FULL-TIMI ERMANENTS À	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*				Form Formulaire	3 Part A
	CSP FOODS LTD.	D.					Industrial Sec Branche d'aci	Industrial Sector: Branche d'activité: VEGETABLE OIL MILLS	3LE OIL MIL	STr		
Location-Endroit	National (Canada)	Canada) Canada)	2	Province / Territory (specify) Province / territoire (preciser)		SASKATCHEWAN	N.		Repor	Reporting Period: 19 Periode de rapport:	68 61	
		All Employees Tous les salaries		4	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	25	Memby	Members of Visible Minorities Membres des minorités visibles	rities
SALARY RANGES ÉCHELLES DE RÉMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col 7	Col 8	Col. 9	Col. 10	Col 11	Col 12
Under Moins de \$10,000	-											
\$10,000 - \$14,999	(
\$15,000 - \$17,499	1	1	Ħ	ı			-			1	-	1
\$17,500 - \$19,999	5	1	2	i.			ŧ			•		
\$20,000 - \$22,499	11	2	6	-			1			1	-	1
\$22,500 - \$24,999	13	2	11	ı			ı			1		
\$25,000 - \$27,499	18	10	æ	-			1	1	ı	1	ı	1
\$27,500 - \$29,999	04	38	2	2	2	1	1	1	1	1		
\$30,000 - \$34,999	81	80	1	-			2	2	1	1	1	_
\$35,000 - \$39,999	25	25	4	-			1			ı		
\$40,000 - \$49,999	14	14	ı	1			ı			1		
666'69\$-000'05\$	7	7	1	ı			-			1		
\$70,000 and over	2	2	1	1			ł			1		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	217	180	37	2	2	1	4	#	1	††	1	3

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

4 Parte A

Form

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIËS PERMANENTS À TEMPS PLEIN*

Women Col. 12 2 7 Members of Visible Minorities Membres des minorites visibles Men Col. 11 19 89 Total Number Nombre total 2 Col. 10 ~ Reporting Period: Période de rapport VEGETABLE OIL MILLS Women Col. 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activite. Col. 7 ī Women Col 6 SASKATCHEWAN Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 i Women Col 3 6 n 9 \boxtimes All Employees Tous les salaries Men Hommes CSP FOODS LTD. Col 2 9 11 Total Number Nombre total National (Canada) National (Canada) Col. 1 # 9 9 3 20 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Skilled crafts and trades workers Travailleurs qualifies et artisans I mployes du secteur des services I mployes du secteur de la vente Semi-skilled manual workers travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Clencal workers Employés de bureau Name of Business: Nom de l'entreprise foremen/women Location-Endroit Service workers Contremaitres Sales workers Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A Form formulaire

Women Col. 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariès promus (lessalariès promus au cours de l'annee dowent être inscrits seulement dans la catégorie professionnelle a Jaquelle ou a l'interieur de laquelle ils ont eté promus en dernier) 19 89 Men Col. 11 Reporting Period: Période de rapport. Total Number Nombre total Col. 10 1 VEGETABLE OIL MILLS Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col. 8 Total Number Nombre total Industrial Sector. Branche d'activité Col. 7 ı Women Col. 6 Province / Territoire (specify) SASKATCHEWAN Province / territoire (preciser) Aboriginal Peoples Autochtones Men Col S Total Number Nombre total Col 4 Women Col 3 # × All Employees Tous les salaries Men Hommes Col. 2 12 12 2 2 3 4 Total Number Nombre total National (Canada) National (Canada) Col. 1 SSP FOODS LTD. 3 7 # 16 2 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens £mployes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Other manual workers NOTE See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Clerical workers Employés de bureau Name of Business. Foremen/women Service workers Location-Endroit Contremaitres Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires 40

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Partie A

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 Total Number Nombre total 19 89 Col 10 Reporting Period: Periode de rapport: VEGETABLE OIL MILLS Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Col 6 SASKATCHEWAN Aboriginal Peoples Autochtones Men Hommes Col S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 3 \boxtimes All Employees Tous les salariés Men Hommes Col 2 4 -CSP FOODS LTD. Total Number Nombre total National (Canada) National (Canada) Col. 1 3 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises t mployes du secteur de la vente upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise. furemen/women Location-Endroit Contremaitres Sales workers Professionnels Professionals Surveillants

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents a temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE FOTAL DE CESSATIONS DE FONCTIONS

Other manual workers Autres travailleurs manuels





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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CAMECO-CANADIAN MINING AND ENERGY CORPORATION

CAMECO-CORPORATION
CANADIENNE D'ÉNERGIE ET
D'EXPLOITATION MINIÈRE

Minister of Supply and Services Canada 1990

³ Ministre des Approvisionnements et Services Canada 1990

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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

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Employment and lamignation canada occupational GROUPS; PERNANENT FULL-TIME EMFLOYEES

Part A Page

Form 2

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Employment and Immigration Canada uccurational Groups: Permanent Part-line Employees

Form 2

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Employment and lamignation Canada

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| COL. 1 | COL. 2 | COL. 3 | COL. 4 | COL. 5 | COL. 6 | COL. 7 | COL. 8 | COL. 9 | COL. 10 | COL. 11 | COL. 12 Reporting Period: 1989 0 0 0 0 0 . Women Fart 8 : Visible Minorities .. 0 0 0 .. --.. Tokal | Men | Women | Tokal | Men | Women | Tokal | Men | Women | Tokal | Men Members of Industrial Sector: 061 METAL MINES Form 3 0 0 .. ----.. 0 .. 0 ... 0 . . O 0 .. 0 0 Persons with Disabilities 0 0 0 0 40 0 0 0 SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES 0 0 0 0 0 0 0 0 X National (Canada) Province/Territory (specity) .. 0 .. 0 ... 0 0 0 0 .. 0 0 Aboriginal Peoples 0 --... .. 0 ... ت 0 0 0 0 0 0 0 ... 0 0 0 --.. 007041 CAMECO - A CANADIAN MININ .. 0 .. 0 ... 0 --All Employees 0 0 0 0 13 0 .. 0 0 10 0 0 0 0 Name of Business: \$12,500-\$14,999 \$25.000-\$29,999 \$30,000-\$39,999 \$40.000-\$49,999 \$10,000-\$12,699 \$15,000-\$17,499 \$17,500-\$19,999 \$20,000-\$24,999 TOTAL NUMBER OF \$2,500-\$4,999 \$5,000-\$7,499 \$7,500-\$9,999 \$50,000 RANGES (\$2,500 SALARY ; tocation: EMPLOYEES

Employment and lamignation Canada

Name of Business:		007041 CAMECO - A CANADIAN	A CANAD	IAN	1			Jul :	lustria	Industrial Sector:		Oo1 ME	DOI METAL MINES	E 5	1	
Location:	X	x National (Canada)		Proví	nce/Fer	ritory	Province/Territory (specify)						Report	Reporting Period; 1989	d: 1989	į.
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Semi-professionals and technicians	^	•			0	0			0	0	1	0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0
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Supervisors	0	0	0	0	1	0	0	0.	0	0		0	0	0
Foremen/women	0	0	0	0	1	0	0	0	0	0			0	
Clerical workers	-	0	-	0	1	0	0	0	0	0		0		. 0
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Employment and Immigration Canada

Name of Business:	007041 CAMECO	CAME		- A CANADIAN	DIAN					Industrial Sector:	rial	Secto		061 M	UNI METAL MINES	NE S			
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OCCUPATIONAL	~	All Employees	ploye) i	Abo	Aboriginal Peoples	Peopl))))))	1	Pers	Persons with Disabilities	i e s	1	>	Memb	Members of Visible Minorities	1 S	
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Middle or other	wî		•	1)	0	† ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0	0		0	1		0	! ! !	
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Supervisors	2	1	0	1		0			0	} !		0		0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0	1	
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PERMANENT PART-TIME EMPLOYEES PROMOTED

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Middle or other				-					0		0	1	0	1	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0	0		0		10
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Skilled crafts and trades workers	0			0			0	; ; ;	0	1	0		0.		0		0	0		0		
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Employment and lesignation Canada

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Name of Business:	00000	007041 CAMECO - A CANADIAN	A CANAD	IAN				! Industr	Industrial Sector:		061 METAL MINES	53	
Location:	X	X National (Canada)	1	Provin	nce/Ter	ritory	Province/Territory (specify)		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Reporti	Reporting Period: 1939	1989
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Semi-professionals and technicians	37	50	e0		0	0	0		-	0			
Supervisors	0		; vent		0	0	0	0	0	0	0	0	
Foremen/women	19	19	0		2	2	0	0	0	0	0		1
Clerical workers	32	1 -0	52			0	7	0	0	0		0	-
Sales workers	0	0	0		0	0	0	0	0	0	0		0
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PERHANENT FART-TIME EMPLOYEES TERMINATED

		EXTOXES A COUNTY OF THE COUNTY	10444	2			Industri	: Industrial Sector:		U61 METAL MINES	· A	
Location:	X	X National (Canada)		Province/Territory (specify)	rritory	(specify)		1		Reportin	Reporting Feriod: 1989	6368
OCCUPATIONAL	A11	All Employees		Aborigi	Aboriginal Peoples	s,	Per	Persons with Disabilities		Visible	Members of Visible Minorities	5 4 1
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Middle or other	0	. 0	0	0	0	0	0	0	0	0	0	0
Professionels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians		0	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foresen/coses	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	-	0	-	0	0	0	0	0	0	0	0	0
Sales	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
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TOTAL NUMBER OF EMPLOYEES	0	0		H O H	0	0	0 0 0	0 0 0	# 0 H	0 0	0 11 11 11 11 11 11 11 11 11 11 11 11 11	0

Employment and immigration tanada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME FMILOYLES

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| | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 15 Women : Number: Men : Women Visible Minorities Members of Reporting Period: Total : Designated CMA Persons with Disabilities Nomen : Number: Men 007041 CAMECO - A CANADIAN !Industrial Sector: 061 METAL MINES Aboriginal Peoples iR! Number! Hen ! Women ! Number! Hen National (Canada) X Province/Territory 10 ONTARIO : Total : bottom of !U; ------All Employees 200 16 salary range; A; Total ; • 15 : 10 22 19 19 2 • .. : and over 30000 Co1 1 Top and 70000 34999 00009 30000 \$ 5000 17500 66669 29999 55000 65000 66667 Semi-professionals Name of Business: OCCUPATIONAL and technicians Middle or other Professionals ! Foremen/women GROUPS Upper-level Supervisors managers Location: managers

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OCCUPATIONAL	National (Canada)		X Province/Territory	rritory	10 ONTARIO	TARIO			Designa	Designated CMA			
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GROUPS	salary range A Total	A Total	Te.	Nomen	Total Number	T e n	Nomen	Total	Men	Women	Total	Hen	Nomen
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Employment and imangration canada OCCUPATIONAL GROUPS: PERHAMENI PART-TIME EMPLOYEES

Part B Fage 1 Form 2

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Semi-brofessionals		3.		7	-					
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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Location:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	tional	National (Canada)x Province/Territory (specify) 10 ONIARIO)X Pro	vince/Te	rritory	(specif	() 10.	ONTAR	10	1 1		Reporting Feriod: 1989	ing fe	: 5	
> Q		11 Em	Ail Employees	. up	₹	Aboriginal Peoples	People	,	1	Persons with Disabilities	with	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	>	Members of Visible Minorities	Members of ble Minori		1
RANGES	Total		Men	Nomen	Total		Hen	Women Total	Total		T e n	E o me o		Total	Te C	Vomen	1 .
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\$7,500-\$9,999			0	0		. 0	- 0	0	0		0		- 0	: 0	0		1
\$10,000-\$12,499			0	0	; ; ; ; ;	. 0	. 0	. 0	0		0		: 0	; 0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1
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Employment and Immigration Canada

				FERMANENT	- 7 111	PERMANENT FULL-TIME CAPLUTEES HINED	ES MINEU		7 (8)	,	¥ 1.15%	
Name of Business:	007041	007041 CAMECO -	- A CANADIAN		:		Industrial Sector:	1 Sector:	Gol ME	GOI METAL MINES		
Locations	Mati	onal to	Mational (Canada) X Province/Territory Ispecify)	ovince/Te	rritory	specify)	10	10		Reporting Period: 1989	Pertod: 1	1 636
OCCUFATIONAL	A) 1	All Employees	1	Abor 191	Aboriginal Peoples	, ,	Pers	Persons with Disabilities		Memb Visible	Members of Visible Minorities	· · · · · ·
GROUPS	Total	nen i	Nomen	Total	T en	Nomen	Total	Ze D	Women	Total :	Men	Homes.
	Col. 1 :	001.	; Col. 3	; Col. 6	Coi. 5	(01.6	Col. 7 :	Col. 3 :	Co1. 9		Col. 101 Col. 111 Col. 12	(51.12
Upper-level	0		4	0	0	0	0	с 	0	0	0	0
Middle or other	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	~	-		0	0	0	0	0	0	0	0	0
Seal-professionals and technicians		-	0	0	0	0	0	0	0	0	0	0
Super	0	0	0	0	0	0	0	0	0	0	0	0
Foresen/coser	0	0	0	0	0	0	0	0	0	0	0	0
Cierical Corkers	0	0	0	0	0	0	0	0	0	0	0	0
Seles	0	0	0	0	0	0	0	0	0	0	0	0
Service corkers	0	0	0	0	0	0	0	0	0	0	Φ	0
Skilled crafts and trades workers	**	*	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	ū	0	0
TOTAL NUMBER OF ENPLOYEES HIRED	7	9	9	0	0	0	0	0	0	0 0	0	0
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PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business:	007041 CAMECO - A CANADIAN	CAMELU -													
Location:	Nat	National (Canada) x Province/Territory (specify)	x (ebeu	Province	/Territor	y (speci		10 ONTARIO	R10			Reportin	Reporting Period: 1989	1989	1
OCCUPATIONAL	. A11	Ail Employees			Aboriginal Peoples	oples		Per	Persons with	t h		Visib	Members of Visible Minorities	ties	
GROUPS	Total	Z e o	Nomen	Total	Ren	Nomen		Total	T en	3	Tome C	Total Number	Ten	Homen	
	Col. 1 ; Col.	Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12	. Col. 3	. Col.	2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8	5 ! Col.	9 1	01. 7	Col.	8 ; Col.	6 11	Col. 10); Col. 1	9 ; Col. 10; Col. 11; Col. 12	12
Upper-level	0							0			0	0		0	0
Middle or other	0	0					0	0		0	0	0		0	0
Professionals		0	i					0			0	0			0
Semi-professionals and technicians	0	0		; ; ; ; ;	0	0	0	0		0	0	0		0	0
Supervisors	0	0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0	0	0			0	0			0
Foresen/comen	0	0	0	1		0	0	0			0	0			0
Clerical corkers	0	0	0	; ; ; ;		0	0	.0			0	0 .			0
Sales corkers	0	0	0			0	0	0			0	0		0	0
Service Correction	0	0	0			0	0	0		0	0	0			0
Skilled crafts and trades workers	0	0	0			0	0	0			0	0			0
Semi-skilled manual workers	0	0			0	0	0	.0			0	0			0
Other manual	0	1				0	0	0		0	0	0			0
TOTAL NUMBER OF EMPLOYEES HIRED	H) O N N N N N N N N N N N N N N N N N N	и и и н	H H H H *** **	0		: :: 0	0))))))))))))	:: :: :: :: ::	. 0	H	16 24 04 18		0

Employment and Immigration Canada

Name of Business:	007041 CAMECO - A CANADIAN	CA	MECO	,	CANA	DIA	7					••	Indu	stri	Industrial Sector:	ctor	:-	1 190	1E TAL	061 METAL MINES		:	,	1
Location:	N	1 100	101	Sana	(ab	Pr	ovinc	e/Te	rrito	7	National (Canada) x Province/Territory (specify)	fy]	01	10 ONTARIO	310	,	,		Re	Reporting Period: 1989	Peri	: 00	1989	
	Emplo	, e e s	D D 0	Rote	d (E	1019	yees ich o	Prom r	oted	dur	Employees promoted (Employees promoted during the year are to be reported to be promoted) to which or ulthin which they have been last promoted	y ha	o P	re t	b be	repo	orte	d only	u i	are to be reported only in the occupational groups been last promoted!	coupat	iona	1 grot	s dn
OCCUPATIONAL		A11	All Employees	oye)) 1	Abor	igina	- I	Aboriginal Peoples		1		Persons with	is wi	ties	1		۷ . د د	Members of Visible Minorities	s of linor	ities	
GROUPS	Total Number		Hen		Nomen		Total	e r	Ben	-	Homen	3	Total		Ε	E C		Women	- Z	Total	Hen		Nomen	ے :
	Col. 1		Co 1.	~	Co 1.			-	Co1. 5		5 : Col. 6 : Col. 7	9	6 ; Col.	. 7) H	Col. 8) H	Col. 9) H	8 ; Col. 9 ; Col. 10; Col. 11; Col. 12	. Col.	11	Col. 11; Col. 12	- H
Upper-level Bondoers		и и	10 10 10 10	H	90 90 90 90 93	H	10 10 10 10 10	# O	00 10 10			0		5	, ,	0		0	!	0		0		0 !
Middle or other	-			-) 1 1	0		0		0	; ; ;	0		0		0		0	1	0		0		0
Professionals				0		0		0		0		0	1	0		0		0		0		0	1	0
Semi-professionals and technicians				0) 1 1 2	0	1	0		0		0		0		0		0		0		0		0
Supervisors			1	0) 1 1			0	1	0		0		0		0		3		0	!	0		0
Foresen/wosen				1 8		0		0	1	0		0) } }	0)	0		5		0		0		0
Clerical workers			1	0		-		-		0		-		0		0				0		0		0
Sales workers				0	1	0		0		0		0		0	1	0	0			0	1	0		0
Service workers			1	0		0		0		0		0		0						0		0		0
Skilled crafts and				0		0		0		0	1	0		0	,	-				0		0		0
Semi-skilled manual workers	1		1	0	1	0		0		0	1	0		0						0		0		0
Other sanual				0	1	0		0		0		0		0	1	-	0			0	11	0	11	0
TOTAL NUMBER OF	H H H H	H	14 14 16 16	H 37	11 14 14	H ~	H H H	H	H H H	. 0	H H H H 	H	H+	0)) 	1		1		0		۰		0
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Exployment and lasignation Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:	00000	1 CAMEC	. 0	007041 CAMECO - A CANADIAN	AR					Industrial Sector:	stria	11 Sec	tor:	190	061 METAL MINES	SENES			
Location:	2	tional	(Can	National (Canada) x Province/Territory (specify) 10 ONTARIO	rovin	ce/Te	erritor	x (s	pecify	01 0	ONTAR	01		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Repor	ting P	Reporting Period: 1989	1989	:
OCCUPATIONAL	۱۹	All Employees	, ee s		Ab	origi	Aboriginal Peoples	ople	u)		Pers	Persons with Disabilities	ith	1	Vis	Hembe ible M	Members of Visible Minorities		:
GROUPS	Total Number	E = = = = = = = = = = = = = = = = = = =	1	E en	Total	Total	Te n		Nomen	Total		Hen		E 0 1	Total		Hen	e 8 0	;
Uober-level managers	C 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 1 Col. 2	2 1	Col. 1 Col. 3 Col. 4 Col. 5 Col. 5 Col. 7 Co		• 10	C 0 1.	2 1 0	Col. 6 Col. 7 Co	6 (Col. 7 (Col. 8 (Col	. 7	Col.	8 1 0	Col. 3 : Col. 9 : Col. 10; Col. 11; Col. 12 Col. 10; Col. 10; Col. 11; Col. 12; Col	CO !!	10; C	Col. 10; Col. 11; Col. 12 Col. 10 Col. 12; Col. 12	Col.	12
Middle or other managers			~	0		0			0		0		0	0		0	0		
Professionals	12		13	2		0		0	0		0)))	0	0			0		
Semi-professionals and technicians	20		15	, vo		0		0	0		-			0		0	0		
Supervisors			-	0		0	; ; ;	0	0	1	0	1	0	0	1	0	0))))	
Foremen/women	•		•	0	 	0) 4 1 2	0	0		0	1	0	0		0	0)))	
Clerical workers	60		2	٠		0			0		0) 6 1 2	0	0	1		0	1	
Sales workers	0		0	o			1	0	0		0	1 1 1 1 1	0	0	! !	0	0) 	
Service Workers	,		•	-		0	1	0	0		0	1	0	0	1	0	0	5 5 2 3 3	. 0
Skilled crafts and trades workers	10		33	0		0			0		0		0	0	1 1 1 1 1	0	0	5 5 6 8	
Semi-skilled manual workers	16		15	-		0	1				0	t t t	0	0) 	0	0	1	. 0
Other sprus	0		σο ,	5		0			0		0))))	0	0		0	0		
TOTAL NUMBER OF EMPLOYEES TERHINATED	126		601) -	0			0	1	N	H H H H	11 11 14 15	0	H H H H H H ++ -+ +-	# # · · ·	0	1) Pa 10 10 10	11 11 11
			2																

Employment and Immigration Canada

Name of Business:	007041	007041 CAMECO - A CANADIAN	. A C	NADI	AN				Indu:	strial	Industrial Sector:		1 MET	OGI METAL MINES	S)		
Location:	Nat	ional (C	sheda	×	rovince	/Terri	tory	National (Canada) X Frovince/Territory (specify) 10 ONTARIO	100	DNTARI	0	1	02	eporti	ng Ferio	Reporting Feriod: 1989	
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Eabloyment and Immigration (anada) OCCUPATIONAL GROUPS: PERHANENT FULL-TIME EMPLOYEES

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Form 2

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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Fart B Page 1

Form 2

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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

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Exployment and lamignation Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

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Employment and Immigration (anada

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Employment and Immigration Lanada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:	00/00	LANE	,	UU/U41 CAMECU - A CAMADIAN	U A N					11130	21.10	. industrial sector:		100	UOI NEIME HINES	NE S			
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Professionals	29		24		ып	2			-		2	-			1				0
Semi-professionals and technicians	17		16			0			0		0	0		0					0
Supervisors			9			0		0	0		0	0	0	0		0			0
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	Professionals			0	0	1	0	1		0		0	0			0	0		0
	Semi-professionals and technicians	0		0	0		0			0			0			0	0		0
	Supervisors	0		0	0		0			0	1	0	0		0	0	0		
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ALBERTA WHEAT POOL

8009

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SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EMPLOYMENT ED MATIÈRE D'EMPLOY: EMPLOYER IDENTIFICATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Formulaire

2,9,0,4,7,86 TELEPHONE NUMBER ALMÉNO DE TÉLÉPHONE CORPORATE SCEAU DE LA SOCIÉTÉ PROVINCESTERNITORES SEAL 1441 12 239 name of officer responsible for employment equity - nom de 1. Agent responsable de 1. Equité en matrêre d'emplor ONEA CODE 1692 N.W.T.-T.M.-O 3-44-13.9 ASK -SASK ALTA.-ALB MFLD.T.A ONT-ONT MAN - MAN B.C.-C.-B. TKN-YOK. QUE Q M.B. At. 4. N.S.M.E. • TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABRES ALL CANADA PLANNING RECRUITMENT & MANPOWER 225 432 DESIGNATED CM AS 4 P.O. BOX 2700, STATION "M" CALGARY, ALBERTA T2P 2P5 ALBERTA WHEAT POOL VANCOUVER EDMONTON MONTREAL ANNOUNTE G CONONTO COMMON OF 14. "HESS NAME - NOM USUKE OU RAISON SOCIALE CALGARY HALIFAX REGINA ALBERTA WHEAT POOL GEOGRAPHIQUES EMPLOYEES LOCATED IN MAILING ADDRESS - ADRESSE POSTALE GEOGRAPHICAL (INDICATE NUMBER OF INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR) POSITION TITLE - 117ME OU FONCTION W. DEXTER SECTEURS EACH AREA) Melle MANAGER, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF OUE LES RENSKONEMENTS FOURNIS DANS LES FORMULAINES I A 6 DU MÈSENT RAPPORT SONT, AUTANT OUE IL SACHE, VIAIS ET EXACTS A TOUS EGANTS , ATTESTE PAR LES PRESENTES AU WOM DE (Mom de l'emp HEREBY CERTIFY ON BEHALF OF (Name of employer) Θ 0 0 0 NO. OF EMPLOYEES NOMBRE DE SALARIES NO. OF EMPLOYEES NOMBRE DE SALABLES SAGNATURE - SAGNA FURE NO. OF EMPLOYEES NOMBRE DE SALARES NO. OF EMPLOYEES NOMBRE DE SALARIÉS 1692 NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALARIÉS
TEMPORARES 175 NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMER DRUGEANT DE L'ENTREPRISE ➂ ADDRESS OF PRINCEAL PLACE OF BUSINESS - ADRESSE D'AFFARES NATIONALE PRINCEALE 5.05 - 2ND STREET S.W. NOMBRE DE SALABLES PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES CALGARY, ALBERTA T2P 2P5 GRAIN ELEVATOR HANDLINGS Sala 6 INTERIM GENERAL MANAGER 11/144 ALBERTA WHEAT POOL 13 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ ? INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 FULL LEGAL MAME - NOM LÉGAL AU COMPLET MOUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIMITÉ I DATE - DATE G.J. DEWAR NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARES PERMANENTS A TEMPS PLEIN G.J. DEWAR POSITION TITLE - TITME OU FONCTION 1508 1, (Name) JE. (NOM) **②** 0 9 (2) 3 Θ 0 0 ➂ MOM DE L'EMPROYEUR ATTESTATION CERTIFICATION NAME OF EMPLOYER MPLOYMENT CATÉGORIES D'EXACTITUDE CATEGORIES BRANCHE(S) ACCURACY OFFICERS POSITION FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ SALARIÉS STATUS ADDMESS ADRESSE ō 8 PEEON 95 RACTORP WDZZ4K> 0 × -

Employment and Immigration Canada

Emploi et Immigration Canada

CARP 3847(9-86)

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS. V. MOTA: VOM MISTRUCTIONS POUR REMAIN TOUS LES FORMULAIRES

EXECUTIVE SUMMARY

ALBERTA WHEAT POOL

JANUARY 1 TO DECEMBER 31, 1989

Alberta Wheat Pool continues to fully support the Employment Equity Act and believes it is important to recognize people for their abilities without regard to their differences. We promote Equal Employment as our philosophy.

In our 1988 report we indicated that it was our intent to resurvey our union employees in Vancouver, as we recognized that the initial survey results of 54% participation did not accurately represent our workforce. Subsequently, the Alberta Wheat Pool, in the interests of integrity, undertook to resurvey the entire company including our Vancouver union. Results are reflected in the 1989 report. While the awareness of the Employment Equity initiative at the Alberta Wheat Pool has been advanced, we are still experiencing some constituents who excuse themselves from the self-identification process. Although this action results in an actual lower representation being reported, the Alberta Wheat Pool respects our employees decision to remain anonymous.

1989 brought a number of changes within our organization which will be reflected in this third annual report. With the introduction and implementation of a new Compensation System a realignment of salaries was exercised. As a result, some salaries may be inconsistent with our salaries of our 1988 report and another influencing factor is that in 1989 commissions were eliminated for our Vancouver Union employees.

In 1989, another undertaking was the assigning of the four-digit SOC codes using the Standard Occupational Classification Guide and consulting with the Government Employment Equity Representative to all Alberta Wheat Pool positions. This exercise resulted in a number of changes from our 1988 report in which the 12 occupational groups were used to place our total employee force.

Our focus in 1989 was to increase the integration of the disabled population into the Alberta Wheat Pool workforce. Commitment was made to participate in work experience programs which are developed and designed directly for the disabled. This initiative resulted in advancing the awareness of the skilled disabled workforce for the Alberta Pool and also increased work exposure for the disabled employee groups.

During 1989, Alberta Wheat Pool continued to enhance our relationship with associations representing the designated groups. Direct recruitment was exercised with our Native population through a number of Native Associations.

The Alberta Wheat Pool's Human Resources policies and procedures are administered without discrimination and a strong effort and encouragement is being made for the employment of the four designated groups. Our corporate policy with respect to Employment states:

The Alberta Wheat Pool accepts, supports, and practices the concepts of nondiscrimination pertaining, but not limited to hiring, pay, assignments, promotion, discipline, working conditions, training and benefits, unless required to do so by law, regardless of: race, color, religion, sex, age, national origin, ancestry, marital status, physical or mental handicaps.

Emplor et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

2 Partie A. Page 1

Formulaire

989 Members of Visible Minorities Membres des minorites visibles 000 00 0000 00 070 Reporting Period: Periode de rapport Men Col 12 Ö Total Number Nombre total 0 0070 0 Women 2 GRAIN ELEVATOR HANDLINGS 00 0000000 Designated CMA (specify) RMR designée (préciser) 90 00 000 0000 0000 Persons with Disabilities Personnes handicapées Men 6 100 0 q 40 0000 0 Total Number Nombre total Col 8 000 d 0000 0 ď Women 00 0000 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men 0 000 Total Number Nombre total Cols 000 0 0 6 0000 000 00 000 Province / Territory (specify) Province / territoire (préciser) Women 0 0 0 All Employees Tous les salariés Men Col 3 1.98 690 Total Number Nombre total Col 2 205 10 6 5 ALBERTA WHEAT POOL Quarter National (Canada) of salary range Maximum et minimum de l'échelle de remunération \$70,000. AND OVER \$20,000. AND OVER \$60,000. \$22,500. \$70,000. AND OVER \$70,000. \$25,000. \$55,000. \$50,000. \$25,000. \$60,000. \$22,500. 527.499 \$64,999, \$24,999 \$22,499 \$54,999, \$27,499 \$64,999. ž Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Upper- level managers Cadres superieurs Semi-professionals and Semi-professionnels et Name of Business: Nom de l'entreprise Location-Endroit 1 4 (98-6) 1 /8E 4W3 Contremaitres Professionnels autres cadres Professionals Supervisors technicians techniciens

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve 4 refers to the highest salary quarter/ refers to the lowest salary quarter;

Occupational Groups M. Categories professionnelles mi	op and bottom of salary range	:	- 12	All Employees Tous les salariés		¥	Aboriginal Peoples Autochtones		Perso	Personnes handicapees	ées	Membre	Members of Visible Minorities Wembres des minorites visibles	visibles
_	Maximum et minimum de l'échelle de	9.5	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
2	Col 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 lo)	Col 10	Col. 11	Col 12	Col 13
84	\$40.000.	4	-	7	0	0	0	0	٥	0	o	ο	0	0
	\$44,999.	m	17	æ	6	O	ο	0	7	0	1	1	0	1
Employes de Dureau	\$15,000.	7	124	18	901	0	a	0	802	4	4	8	7	7
51	S17,499.	-	106	6	97	-	0	-	-	a	1	4	1	
5\$	\$55,000.	4	1	٦	0	0	0	0	0	0	0	0	a	0
	\$59,999.	m	_	7	0	0	O	0	O	0	0	0	0	0
Employes du secteur de la \$3	\$35,000.	7	-	٦	0	1	7	0	O	0	0	O	0	0
	\$39,999.	-	9	9	0	О	0	9	O	d	0	0	0	9
52	\$22.500.	*	1	0	-	0	ο	0	0	0	0	0	O	0
_	\$24,999.		0	0	0	0	o	0	0	0	0	٥	0	0
es du secteur des	\$15,000.	7	0	0	0	0	α	0	σ	0	0	0	0	0
Services	\$17,499.	-]	0		а	O	0	0	0	0	С	o	٩
Skilled crafts and trades \$5	\$50,000.	9	14	14	0	0	ο	0	σ	0	0	0	O	0
Ī	\$54,999.		15	15	0	0	α	0	0	0	0	0	0	0
eurs qualifies et	\$20,000.	2	7	7	0	0	O	0	7	1	0	0	٥	0
5.2	\$22,499.	-	7	7	0	0	0	0	0	d	0	0	0	9
Н	\$45,000.	4	12	12	0	0	0	0	0	0	0	0	0	0
workers	\$49,999.	т.	40	39	-	0	0	0	7	7	0	0	0	0 (
Travalleurs manuels \$2	\$20,000.	7	120	119	-	2	2	0		3	0	7	Ī	0
	\$22,499,	-	31	30	-	0	0	0		-	0	0	0	9
\$\$	\$50,000.	4	32	32	0	1	-	0	0	0	0	0	0	0
	\$54,999.	۳	92	8.7	ري -	-	-	0	2	2	0	7	0	-
Autres travailleurs manuels \$1	\$17,500.	7	39	39	0	-	-	0	1	-	0	-	1	0
51	\$19,999.	-	83	83	0	1	-	0	2	2	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	PLOYEES		1 508	221	287	7.	12	~	43	37	9	43	25	. 18



NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 3 Part A

Women Col. 12 C 18 0 0 \sim 3 2 3 2 Members of Visible Minorities Membres des minorites visibles Men 25 0 0 0 2 C 00 3 7 GRAIN ELEVATOR HANDLINGS Total Number Nombre total Reporting Period: Période de rapport: Col 10 0 0 3 m 9 12 7 0 43 Women Col 9 9 0 0 0 0 0 0 0 Persons with Disabilities Personnes handicapees Men Col 8 0 0 3 2 2 \sim 6 2 37 Industrial Sector: Branche d'activité Total Number Nombre total Col. 7 43 0 0 2 9 9 6 2 Women Col 6 0 0 0 0 0 0 C 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) 12 0 0 0 0 2 0 Col. 5 Total Number Nombre total 15 Col. 4 0 0 0 Women Col. 3 9 35 9 09 15 18 5 287 33 24 All Employees Tous les salariés Men Col. 2 6 29 53 62 80 189 400 145 27 1,221 224 National (Canada) National (Canada) ALBERTA WHEAT POOL Total Number Nombre total Col. 1 N/A N/A 6 44 94 95 104 249 204 418 150 28 1,508 Š TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over \$20,000 - \$22,499 \$25,000 - \$27,499 \$27,500 - \$29,999 ECHELLES DE RÉMUNERATION Under Moins de \$10,000 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$22,500 - \$24,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 \$50,000 - \$69,999 SALARY RANGES Name of Business: Nom de l'entreprise \$ 70,000 Location-Endroit

LMP 1848 (9-86)

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Form formulaire & Partie A

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activité:

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

GRAIN ELEVATOR HANDLINGS

Location-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)	9				Reporting Period: Période de rapport:	od: 19.89		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	20	Pers	Persons with Disabilities Personnes handicapées	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orities visibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Gol 6	(ol. 7	Col 8	6 lo	Col. 10	Col. 11	Col 12
Upper-level managers Cadres superieurs	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	16	14	2	0	0	0	0	0	0	0	0	0
Professionals Professionnels	18	15	3	0	0	0	0	0	0	2	2	0
Semi-professionals and technicians Semi-professionnels et techniciens	5	3	2	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	1	0	1	0	0	0	0	0	0	0	0	0
Furemen/women Contremaitres	4	4	0	0	0	0	0	0	0	0	0	0
Clerical workers Employés de bureau	54	9	48	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	2	2	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	N/A											
Skilled crafts and trades workers Travailleurs qualifies et artisans	4	4	0	Ö	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialises	9	9	0	0	0	0	1	1	0	0	0	0
Other manual workers Autres travailleurs manuels	09	58	2	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS	171	113	58	0	0	0	2	2	0	2	2	0

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3870 (9-86)

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Part A Partie A 'n Form Formulaire

19 89

GRAIN ELEVATOR HANDLINGS

Industrial Sector: Branche d'activité

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Location-Endroit

Women Col 12 d a 0 0 C 0 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus an cours de l'année downers être inscrits seulement dans la categorie professionnelle à laquelle ou a l'intérieur de laquelle its ont été promus en deraies Men Col 11 d a 0 a a 0 0 0 0 Reporting Period: Période de rapport Total Number Nombre total Col 10 0 0 0 a 2 0 0 0 0 Women 6 100 0 a C 0 0 0 0 0 0 Persons with Disabilities Personnes handicapées Men Col 8 a 0 9 0 0 0 0 9 Total Number Nombre total Col. 7 a 0 0 0 0 7 Women 9 100 0 0 0 0 0 0 0 0 0 0 0 0 Aboriginal Peoples Autochtones Men Hommes Col S 0 0 0 0 0 0 0 0 0 0 0 0 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 C 0 0 0 0 0 0 0 0 0 0 0 Women Col 3 0 0 9 0 0 0 36 24 34 All Employees Tous les salariés Men Col 2 8 7 128 37 124 Total Number Mombre total National (Canada) N/A N/A Col. 5.5 14 1 37 4 158 164 31 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE FOTAL DE SALARIÉS PROMUS Š Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens £mployés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Clerkal workers Employes de bureau foremen/women Service workers Confremaitres Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

6 Part A Form Formulaire

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

GRAIN ELEVATOR HANDLINGS 1989 Reporting Period: Période de rapport: Industrial Sector: Branche d'activité. Province / Territory (specify)
Province / territoire (préciser) ALBERTA WHEAT POOL TX National (Canada)

		All Employees Tous les salariés			Aboriginal Peoples Autochtones	25	Pers	Persons with Disabilities Personnes handicapées	es	Membr	Members of Visible Minorities Membres des minorités visibles	rities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col 3	Col. 4	Col 5	Coll 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	24	24	0	0	0	0	2	2	0	0	0	0
Professionals Professionnels	7	. 3	4	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians Semi-professionnels et techniciens	N/A											
Supervisors Surveillants	1	0	1	0	0	0	0	. 0	0	0	0	0
furemen/women Contremaitres	7	. 7	0	0	0	0	0	0	0	0	0	0
Cierical workers Employés de bureau	25	5	20	0	0	0	1	1	0	0	0	0
Sales workers Employés du secteur de la vente	N/A											
Service workers Employés du secteur des services	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialisés	15	15	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	24	24	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	108	82	26	0	0	0	3	3	0	1	1	0

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires

Canada

EMP 3872 (9:86)

Emplor et Immigration Canada Employment and Immigration Canada

Page 1 19 89 2 Partie A. Reporting Period: Période de rapport Form

CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN* OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*

Industrial Sector: Branche d'activité

GRAIN ELEVATOR HANDLINGS

Designated CMA (specify)
RMR designée (préciser)

Members of Visible Minorities Membres des minorités visibles

Men Col 12

Total Number Nombre total Col 13

Women 9

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Persons with Disabilities Personnes handicapées Aboriginal Peoples Autochtones Province / Territory (specify)
Province / territoire (préciser)

ALBERTA

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National (Canada)

Location Endroil

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Men Total Number Nombre total Women Men Total Number Nombre total Women All Employees Tous les salariés Men Hommes

0 Col

Col 4

Col 3

0

Upper-level managers Cadres superieurs

Total Number Nombre total Col 2

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de rémuneration

Occupational Groups Categories professionnelles

196

\$70,000.

autres cadres

AND OVER \$25,000. \$22,500. \$60,000. \$64,999. \$27.499. Middle or other managers Cadres intermediaires et

\$40,000. \$20,000. \$44,999. Professionals Professionnels

\$50,000. \$22,499. Semi-professionals and technicians Semi-professionnels et Supervisors techniciens

\$25,000. \$54,999. 527.499.

\$40,000.

544,999.

Foremen/women Confremaitres

4 64F 58 /1 (9 86) P

12

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires

I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus elevé *

0000

<u>Canada</u>

Clercal workers Color Co	Men Honman Col 6	Konike i	Meen Woon Hommes Ferming Col 9	Total Number of Col 1	Col 12 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
\$40,000. 4 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	S C G 6 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		* 0 0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Co 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
\$40,000. 4					0.0000000000000000000000000000000000000
\$15,000. 2 108 16 92 0					0 0 0 0 0 0 0 0
\$15,000. 2 108 16 92 0					
\$17,499. 1 97 9 88 0 6 \$55,000. 4 1 1 0 0 0 6 \$55,000. 4 1 1 0 0 0 0 6 \$53,000. 7 1 1 0 0 0 0 6 \$53,000. 7 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					
\$55,000. 4 1 1 1 0 0 0 559,999. 3 1 1 1 0 0 0 1 539,999. 4 6 6 6 0 0 0 1 522,500. 4 1 1 0 0 1 0 1 0 0 0 0					000000
\$59,999. 3 1 1 0 0 0 0 539,999. 4 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					00000
\$35,000.					0.00000
\$39,999.			: :		00000
\$22,500. 4 1 0 1 0 1 0 0 1					0 0 0
\$15,000. 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					000
\$15,000. 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0.0
\$17,499. 1 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0
\$40,000. 4 2 2 0 0 0 0 540,000. 4 3 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-	0	
\$54,999. 3 3 3 0 0 0 0 \$520,000. 7 7 7 0 0 0 0 \$520,000. 2 5.20.499. 3 90 89 1 1 1 \$520,000. 4 77 76 1 1 \$522,499. 7 7 6 1 1 1 \$522,499. 4 27 27 0 0 0 \$532,499. 4 27 27 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				0 0	0
\$22,499. 1 3 3 0 0 0 522,499. 1 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-		0
\$522,499. 1 3 3 0 0 0 540,000. 4 7 7 7 76 1 1 1 522,499. 7 77 76 1 1 1 522,499. 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	-		0	0	0
\$40,000. • 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0		0
\$20,000	0 0	0 0	0	0	0
\$22,499. 1 12 11 1 0 822,499. 4 27 27 0 0 1 833,999	1	0 1	-	0 0	0
\$22,499 1 12 11 1 0 \$35,400 4 27 27 0 0 \$39,999 26 26 76	1	0 3	ص ٣		П
\$35,000. 4 27 27 27		0 1	1 (0 0	0
239 999	0 0	0 1	1	0 0	0
	1	0		0	-
		0 2	2		0
\$19,999.		0 1	-	0	0
TOTAL MUMBER OF EMPLOYEES 1,279 1,026 253 11 9		2 40	35	35	

formulane 2 Parties, Page 1 Reporting Period: Période de rapport

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL *

GRAIN ELEVATOR HANDLINGS

Industrial Sector Branche d'activité

Designated CMA (specify)
RAMI designee (precises)

Persons with Disabilities Personnes handkapees

Abonginal Peoples Autochiones Men

ALBERTA

Province / territory (specify)
Province / territore (precises)

C

National (Canada) National (Canada)

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LUCATION ENGINE

ALBERTA WHEAT POOL

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise.

Men

Wumen (o)

> Total Number Nombre total 1 m)

Women Col 7

Total Number Numbre total Col S

Women COI 4

Futal Number Nombre total (0)

Quarter

lop and bottom of salary range Maximum et minimum de l'echelle de remuneration

Occupational Groups
Categories professionnelles

00

Upper levelmanagers

Codices superieurs

\$19,999.

Middle or other managers

Cadres intermedianes et

sufres cadres

\$17,499

\$10,000. \$10,000.

Semi professionals and technicians Semi professionnels et

sechniciens

Professionals Professionnels

All Employees Fous hes salaries Men Col

Col 6

Women (E = 2)

Homenes Col 12

Members of Visible Minorities Membres des minorites visibles

Ct. 110

= 30

Fotal Number Mombre total

I refers to the fowest salary quarter, 4 refers to the highest salary quarter of quart le plus eleve. I represente les salaires du quart le plus eleve.

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foremen/women

Supervisors

Confremantres

1 84F 1886 (9 06) F

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

NOTE: See instructions NOTA Voir instructions	Top and bottom			All Employees		Ā	Aboriginal Peoples		Perso	Persons with Disabilities	ties	Formulaire Members of V	Formulaire & Partie B. Members of Visible Minorities	tie B, Page 2 norities
Occupational Groups Categories professionnelles	Of salary range Maximum et minimum de	Quarter	Total Number	Men Men	Women	Total Number	Autochtones	Women	Total Number	Personnes handkapees ber Men	Women	Membre Total Number	Amber Men Wor	Women
	remuneration	3	Col 2	Col 3	Col 4	Col S	9 (0)	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12	[Col 13
Clerical workers Employes de bureau	\$12,500.	4. w; ~: =	0 m m 0		0 m m 0									
Sales workers Employes du secteur de la vente		4: W: W: =												
Service workers Employes du secteur des services		4 m. ~ -												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4: m: ~ -												
Semi-skilled manual workers Travailleurs manuels specialises		4 m ~ -												
Other manual workers Autres travailleurs manuels		* m ~ -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	OF EMPLOYEES DE SALARIES		6		6									

" I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salarres du quart le moins eleve. 4 represente les salaires du quart le plus eleve

NOTE: See instructions NOTA: Voir instructions			S &	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*	ARY: PERMAN L: SALARIÉS P	JENT FULL-TIM	E EMPLOYEES	. •			Form Formulaire	3 Part A
Name of Business: Nom de l'entreprise: ALBER	ALBERTA WHEAT POOL	Тоог					Industrial Sector: Branche d'activité:		RAIN ELEV	GRAIN ELEVATOR HANDLINGS	LINGS	
Location-Endroit	National (Canada)	(Canada) (Canada)	₫	Province / Territory (specify) Province / territoire (preciser)	ry (specify)	ALBERTA	Α.		Repor	Reporting Period: 1 Periode de rapport:	68 66	
SALARY BANGES		All Employees Tous les salariés			Aboriginal Peoples Autochtones	8	Pers	Persons with Disabilities Personnes handicapées	es es	Memb	Members of Visible Minorities Membres des minorités visibles	onties
ECHELLES DE RÉMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col. 1	C [0] 2	Col. 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Mouns de \$10,000	N/A											
\$10,000 - \$14,999	N/A											
\$15,000 - \$17,499	8	3	S	0	0	0	0	0	0	0	0	0
\$17,500 - \$19,999	41	6	32	0	0	0	0	0	0	0	0	0
\$20,000 - \$22,499	89	29	09	0	0	0	2	-	-		-	,
\$22,500 - \$24,999	109	51	58	1	0	1	9	3	9	4		
\$25,000 - \$27,499	85	61	24	1	1	0	5	5	0			2
\$27,500 - \$29,999	95	75	20	1	1	0	3	2	1	1	0	
\$30,000 - \$34,999	241	218	23	8	3	0	11	11	0	5	4	
\$35,000 - \$39,999	181	168	13	1	0	1	6	3	0	4	3	
\$40,000 - \$49,999	285	273	12	-m	3	0	7	7	0	8	5	
\$50,000 - \$69,999	120	115	5	1	1	0	2	2	0	7	7	0
\$70,000 and over	25	24	1	0	0	0	-	1	0	0 .	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	1,279	1,026	253	11	6	2	40	35	5	35	22	13

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaries

LMP 1848 (9-86)



NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 3 Partie 8

Women Members of Visible Minorities Membres des minorites visibles Men Col 11 GRAIN ELEVATOR HANDLINGS Reporting Period: 19 89 Total Number Nombre total Col 10 Women 6 lo Persons with Disabilities Personnes handicapees Men Cot 8 Industrial Sector: Branche d'activité Total Number Nombre total Col 7 ALBERTA Women Gol 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 ă Women 6 S 7 00 All Employees Tous les salaries Men Hommes C 100 ALBERTA WHEAT POOL X National (Canada) Total Number Nombre total Col 6 2 2 -TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES \$50,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$12,499 \$15,000 - \$17,499 \$17,500 - \$19,999 \$40,000 - \$49,999 \$12,500 - \$14,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under \$2,500 \$2,500 : \$4,999 \$5,000 - \$7,499 87.500 - \$9,999 Name of Business: Nom de l'entreprise Location-Endroit

LARP 3849 (9-86)

Use separate Parts for permanent full time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

4 Partie A Form Formulaire

Col 12 c Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 GRAIN ELEVATOR HANDLINGS Total Number Nombre total Col. 10 Reporting Period: Période de rapport Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 C Total Number Nombre total Industrial Sector: Branche d'activité Col 7 Women 9 loo ALBERTA Aboriginal Peoples Autochtones Men Col. S C Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 C \sim All Employees Tous les salariés Men 2 JO \sim ALBERTA WHEAT POOL Total Number Nombre total National (Canada) National (Canada) N/A Col. 1 -TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Nemi-professionals and technicians Semi-professionnels et techniciens imployés du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Middle or other managers NOTE: See instructions NOTA. Voir instructions Other manual workers Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Clerical workers Employés de bureau Furemen/women Contremaitres ocation-Endroit Service workers **Professionnels** Professionals Surveillants

EMP 3870 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canadä

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

×

Location-Endroit

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

4 Partie 8 Form

GRAIN ELEVATOR HANDLINGS

Industrial Sector: Branche d'activite.

Reporting Period. Periode de rapport ALBERTA Province / Territory (specify)
Province / territoire (préciser) ă National (Canada) National (Canada)

		All Employees Tous les salaries			Aboriginal Peoples Aufochtones	.5	Pers	Persons with Disabilities Personnes handicapees	ies	Membe	Members of Visible Minorities	Orithes
Occupational Groups Catégories professionnelles	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 103	Cot to	[Col 11	13
Upper level managers Cadres superieurs												7
Middle or other managers Ladres intermediaires et autres cadres	1		1									
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Surveillants												
Lovemenwomen Confrematifies												
Ciercal workers £mployes de bureau												
Sales workers f mployés du secteur de la vente												
Service workers t mployes du secteur des services											-	
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	1		1									

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires .

(38 6) 068F AM 1

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 5 Partie A

GRAIN ELEVATOR HANDLINGS

Industrial Sector: Branche d'activité

2 PO c 0 0 0 0 0 0 0 0 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or writhin which they have been last promoted) Salaries promus an cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'intérieur de laquelle its ont été promus en dernier) Men CO 13 0 0 0 0 0 0 0 0 0 Reporting Period: Période de rapport Total Number Nombre total Col 10 0 0 0 7 0 0 0 0 0 Women Col 9 0 0 0 0 0 0 0 0 _ 0 Persons with Disabilities Personnes handicapées Men 8 100 0 ٣ 0 9 9 0 0 0 0 Total Number Mombre total Col 7 0 7 0 0 0 0 ALBERTA Women Gol 6 0 0 0 0 c 0 0 0 0 0 0 0 Aboriginal Peoples Autochtones Men Col S 0 0 0 0 0 0 0 0 0 0 0 0 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total 0, 0 Col 4 0 C 0 0 0 0 0 0 0 0 Women Col. 3 31 0 C 0 0 29 0 S 20 ď All Employees Tous les salariés Men Hommes C 60 121 118 8 2 9 10 34 51 Total Number Nombre total National (Canada) National (Canada) N/A A/N 0 152 10 26 147 54 34 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et technicians Service workers Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Travailleurs manuels specialisés Sales workers Employés du secteur de la vente Semi-skilled manual workers Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Clerkal workers Employés de bureau Foremen/women Location-Endroit Confremaitres Professionnels Professionals Supervisors

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

5 Partie 8 Formulaire

Women رم دم ت Members of Visible Minorities
Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus an cours de l'année doivent être inscrits seulement dans la categorie professionnelle a laquelle ou à l'intérieur de laquelle ils ont été promus en dennées) Men = 00 00 Reporting Period: Periode de rapport: GRAIN ELEVATOR HANDLINGS Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col 7 ALBERTA Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Women Col 3 N/A All Employees Tous les salariés Men COI 2 ALBERTA WHEAT POOL Total Number Nombre total National (Canada) National (Canada) Col.1 N/A N/A TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Service workers Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialisés Employés du secteur de la vente Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Other manual workers Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Employés de bureau Location-Endroit Foremen/women Clerical workers Professionals Professionnels Contremaitres Sales workers Supervisors

Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

6 Part A Formulaire Formulaire GRAIN ELEVATOR HANDLINGS 1989 Reporting Period: Periode de rapport: Industrial Sector: Branche d'activité ALBERTA Province / Territory (specify)
Province / territoire (préciser) ă ALBERTA WHEAT POOL National (Canada) NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

		All Employees Tous les salariés			Aboriginal Peoples Autochtones	X2	Pers	Persons with Disabilities Personnes handicapées	ies	Memb	Members of Visible Minorities	ornies
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men	Women
	Col 1	Col 2	Col. 3	Cot 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	22	22	0	0	0	0	2	2	0	0	0	0
Professionals Professionnels	9	3	æ	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians Semi-professionnels et techniciens	N/A											
Supervisors Surveillants	1	0	1	0	0	0	0	0	0	0	0	0
furemen/women Confremaitres	5	. 5	0	0	0	0	0	0	0	. 0	0	0
Cherkal workers Employés de bureau	22	5	17	0	0	0	1	1	0	0	0	0
Sales workers Employes du secteur de la vente	N/A											
Service workers Employés du secteur des services	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	N/A			-								
Semi-skilled manual workers - Travailleurs manuels specialises	13	13	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	18	18	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBER TOTAL DE CESSATIONS DE FONCTIONS	06	89	22	0	0	0	3	3	0	1	-	0

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

NOTE: See instructions NOTA Voir instructions

Employment and Immigration Canada Employ et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

6 Parie 8 Form Formulaire

Women Col 12 Members of Visible Minorities Adembres des minorités wabbles Men Col 11 GRAIN ELEVATOR HANDLINGS Total Number Nombre total 1989 Col 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activite Col 7 Women Col 6 ALBERTA Aboriginal Peoples Autochtones Men Col S MX Province / Territory (specify)
Province / Territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 All Employees Tous les salarres Men Col 2 ALBERTA WHEAT POOL Total Number Nombre total National (Canada) National (Canada) Col 1 N/A Š Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBAR TOTAL DE CESSATIONS DE FONCTIONS semi-professionals and technicians Semi-professionnels et technicians Service workers £mployes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Fimployes du secteur de la vente **Autres travailleurs manuels** Other manual workers Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise Luremenwomen Location-Endroit Professionals Professionnels Supervisors

Canadä

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA Voir instructions			9	ATÉGORIES	PROFESSION	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*	ARIÉS PERM	TIME EMPLO	WPS PLEIN*			Form	7	Partie A, Page 1
Name of Business Nom de l'entreprise	ALBERTA V	WHEAT	WHEAT POOL				Industrial Sector. Branche d'activite	or. vite	GRAIN	GRAIN ELEVATOR HANDLINGS	R HANDLI		Reporting Period. Période de rapport:	19 89
Location-Endroit	National (Canada)	(Canada)	ă	Province / Terr	Province / Territory (specify) Province / territoire (préciser)		BRITISH COLUMBIA	UMBIA	D Pes	Designated CMA (specify) RMR designée (préciser)	specify)			
Occupational Groups	Top and bottom of salary range	:		All Employees Fous les salaries		4	Aboriginal Peoples Autochtones	es	Perso Perso	Persons with Disabilities Personnes handicapees	ties	Member	Members of Visible Minorities Membres des minorités visibles	norities
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4 "	0	0	0	0	0	0.0	0	0	0 5	0.0	0	
Cadres superieurs	\$70,000.	7	0	0	0	0	0	0	0	0	0	0		0.0
	AND OVER	-		1	0	0	0	0	0	0	0	0	0	0
	\$70,000.	4	5	S	0	0	0	0	0	0	0	0	0	0
Middle or other managers	AND OVER	9	2	S	0	0	0	0	0	0	0	0	.0	0
autres cadres	\$35,000.	~ :	4	4	0	0	0	0	0	0	0	0	0	. 0
	539,999.	-	7	5	2	-	1	0	-	-	0	1	. 0	
	\$55,000.	4	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	.666,658	٣	-	-	0	0	0	0	0	0	0	Ţ	-	0
rolessionies	\$30,000.	~	0	0	0	0	0	0	0	0	0	0	0	0
	S34,999.	-	2	1	-	0	0	0	0	0	0	-	1	0
Semi-professionals and	\$55,000.	4	1	1	0	0	0	0	0	0	0	0	0	0
technicians	\$59,999.		1	-	0	0	0	0	. 0	0	0	0	0	0
semi-professionners et	\$40,000.	7	S	ن د م	0	0	0	0	0	0	0	-	-	0
	844,999.	-	3	3	0	0	0	0	0	0	0	0	0	0
	\$45,000.	4	1	-	0	0	0	0	0	0	0	0	0	0
Supervisors	\$49,999.	~	0	0	0	0	0	0	0	0	0	0	0	0
	\$45,000.	7	0	0	0	0	0	0	0	0	0	0	0	0
	549,999.	-	1	0	1 ,	0	0	0	0	0	0	0	0	0
	\$60,000.	4	c	3	0	0	0	0	0	0	0	0	0	0
Contremaitres	\$64,999.	۳.	σ	0	0	0	0	0	0	0	0	0	0	0
	\$50,000.	~	2	2,0	0	0	0	0	0	0	0	0	0	0
	1574 999		20	20	0	0	0	0	0	0	0	0	0	0
1 Mary 38/1 (9 86) (* 1	. Use separate Par	ts for per	Use separate Parts for permanent part-time and temporary employees	e and temporar	vemolovees.			1 refere to	the lowert calar	Acces Acces	oce to the broke	the section of the se		

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus éleve



Cerepational Groups Categories professionnelles Technelle de remunderation Col 1 C	Quarter Quarter Quarter 3 4 4 2 2 3	-	The same of the sa	Momen					and a manage of the same of th				
	4 m ~ - 4 m ~	Total Number Mombre total	Men Hommes	femmes	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women
	4 m ~ - 4 m	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	w 4-4 w	5	2	۳.	o c	0	0 0	0 -	0 0	0 -		0 0	
	~- 4 m	8	1	7	0 (0 0	0.0	7 0	0	10	10	0	0
	4 W	v A	- 0	4 4	o C	0 0	0	0	0	0	1	0	-
	m ^		>										
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T	~ -												
	4	2	2	0	0	0	0	0	0	0	0 0	0	0 0
		14	14	0	0	0	0	0	0	0	0	0 0	0
Travailleurs qualifies et \$35,000.	7	00	∞ ·	0	0 0	0 0	0	0 0	0 0	0 0	0	0	0
	-	4	4	0	0						c	c	c
_	4	10	10	0	0 0	0	0	0	0	0.0	0	0	0
Semi-skilled manual workers \$49,999.	~	-	1	0 (0	0 0	0 0	0 0	0	0	0	0	0
	7	7	7	0	0		0	0	0	0	0	0	0
550,000	-[.	17	17	0	0	0	0	0	0	0	0	0	0
Other manual workers S54,999	~	67	64	3	2	2	0	,I	-	0	7	o ¢	- 0
Autres travailleurs manuels \$22.500.	^	14	12	2	0	0	0	0	0	0	0 1	0 0	٥ د
\$24,999.	-	1	1	0	0	0	0	0	0		0	0	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		217	190	27	3	3	0	3	2	1	8	3	2
EMP 3471 (9-86) F 2	:	1 refers to the los	west salary qua	rter; A refers to t le moins eleve	1 refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins élevé, 4 represente les salaires du quart le plus élevé	y quarter/ s salaires du qua	in le plus élevé					<u></u>	nadž



NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

form formulaire 3 Partie A

Women Col 12 Members of Visible Minorities Membres des minorités visibles GRAIN ELEVATOR HANDLINGS Men Col 11 ~ Total Number Nombre total Reporting Period: Periode de rapport: Col 10 Ö Women Col 9 _ Persons with Disabilities Personnes handicapées Men Col 8 Industrial Sector Branche d'activite. BRITISH COLUMBIA Total Number Nombre total Col 7 \sim Women Col 6 Aboriginal Peoples Autochtones Province / Territory (specify)
Province / territoire (preciser) Men _ Col S Total Number Nombre total Col 4 ď Women Col. 3 ~ All Employees Tous les salariés Men Hommes ALBERTA WHEAT POOL Col 2 National (Canada) National (Canada) Total Number Nombre total Col 1 N/A N/A \sim ~ N/A TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES ÉCHELLES DE REMUNERATION \$10,000 - \$14,999 Under Moins de \$10.000 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 \$50,000 - \$69,999 Name of Business. \$70,000 Location-Endroit

LMP 3848 (9.86)

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise.

Location-Endroif

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire A Partie A

GRAIN ELEVATOR HANDLINGS

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Reporting Period: Période de rapport.

Industrial Sector: Branche d'activité

Women Col. 12 0 0 0 0 0 0 Membres of Visible Minorities Membres des minorités visibles Men Col 11 0 0 0 0 0 0 Total Number Nombre total 0 Col 10 0 0 0 0 0 Women Col. 9 0 0 0 0 0 0 Persons with Disabilities Personnes handicapées Men Hommes 8 100 0 0 0 0 0 0 Total Number Mombre total Col 7 0 0 0 0 0 0 BRITISH COLUMBIA Women Col 6 0 0 0 0 0 0 Aboriginal Peoples Autochtones Men Col. S 0 0 0 0 0 0 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 0 0 0 0 0 0 Women Col 3 0 0 7 2 0 ď All Employees Tous les salariés Men Col. 2 15 19 0 2 Total Number Nombre total National (Canada) National (Canada) N/A N/A N/A N/A N/A V/N N/A Col 17 26 7 _ 2 TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Service workers Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employés de bureau Foremen/women Contremaitres Professionals Professionnels Surveillants

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NOTE: See instructions NOTA Voir instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector.

Branche d'activité

Formulaire 5 Parte A

Femmes Col 12 Women 0 Members of Visible Minorities Membres des minorités visibles 0 0 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus fles salaries promus an cours de l'annee doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'intérieur de laquelle its ont été promus en dernier) Men Col :: 0 0 0 C 0 0 0 Reporting Period: Periode de rapport Total Number Mombre total GRAIN ELEVATOR HANDLINGS Col 10 0 0 0 0 Women Col 9 0 0 0 0 0 0 0 Persons with Disabilities Personnes handicapées Men Hommes Col 8 0 0 0 0 0 0 0 Total Number Nombre total Col. 7 BRITISH COLUMBIA 0 0 0 0 0 0 0 Women Col 6 0 0 0 0 0 0 0 Aboriginal Peoples Autochtones Men Hommes Col S C 0 0 C 0 0 Province / Territory (specify)
Province / territoire (préciser) Total Number Mombre total Col 4 0 0 0 0 0 0 0 Women Col 3 2 0 0 0 4 ă All Employees Tous les salariés Men Col 2 9 7 ALBERTA WHEAT POOL Total Number Nombre total National (Canada) National (Canada) Col. 1 N/N N/A N/A N/A N/A N/A N/A ~ 2 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et technicians Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Employés du secteur de la vente Travailleurs manuels specialisés Semi-skilled manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Clerical workers Employés de bureau foremen/women Location-Endroit Professionals Professionnels Sales workers Supervisors

NOTE: See instructions NOTA: Voir instructions

Emploi et Immigration Canada Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form 6 Part A

Women Col 12 0 0 0 0 0 Members of Visible Minorities Membres des minorités visibles Men Col 11 0 0 0 0 0 GRAIN ELEVATOR HANDLINGS 68 61 Total Number Nombre total Col 10 0 0 0 0 0 Reporting Period: Periode de rapport. Women Col 9 0 0 0 0 0 Persons with Disabilities Personnes handicapées Men Col 8 0 0 0 0 0 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 0 0 0 0 0 BRITISH COLUMBIA Women Col 6 0 0 0 0 0 Abonginal Peoples Autochtones Men Col S 0 0 0 0 0 Province / Territoire (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 0 0 0 0 0 Women Col 3 0 0 \sim 0 × All Employees Tous les salariés Men Col 2 0 2 7 0 7 ALBERTA WHEAT POOL Total Number Mombre total N/A N/A National (Canada) National (Canada) N/A N/A N/A 3 2 Col 1 2 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels of technicians Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employés du secteur de la vente Lipper-level managers Cadres supérieurs Employés de bureau Name of Business: Nom de l'entreprise: Furemen/women Contremaitres Clerical workers Location-Endroit Sales workers Professionnels Professionals Supervisors

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Semi-skilled manual workers Travailleurs manuels specialises

Autres travailleurs manuels Other manual workers

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9 18 Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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2 Parte. Page 1 Formulaire

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector: Branche d'activité

GRAIN ELEVATOR HANDLINGS

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ALBERTA

TXX Province / Territory (specify)
Province / territoire (préciser)

National (Canada)

Location Endroit

ALBERTA WHEAT POOL

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

All Employees Tous les salariés Men Col 3

Designated CMA (specify)
RMR designée (préciser)

Persons with Disabilities Personnes handicapées

CALGARY

Women

Total Number Mombre total

Men

Col 12

(0)

10

Col 8

Col 6

00

Men 6 100

Total Number Nombre total

Women 3

Total Number Nombre total 5 60

Women 4 100

Total Number Mombre fotal

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de rémuneration

Occupational Groups Categories professionnelles

Col 2

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AND OVER AND OVER \$25,000. \$60,000.

\$70,000

Upper- level managers Cadres superieurs

Aboriginal Peoples Autochtones Men

Members of Visible Minorities Membres des minorités visibles

Reporting Période de

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est salary quarter; 4 refers to the highest salary quarter	aires du quart le moins élevé. 4 représente les salaires o

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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\$30,000.

Foremenhadmen

EAST 3871 (9-84)

\$54,999. \$25,000. \$27,499.

Surveillants

\$64,999. \$22,500. \$24,999.

Professionals Professionnels

\$27,499

Middle or other managers Cadres intermedialres et autres cadres

\$44,999. \$25,000. \$27,499.

Semi-professionals and technicians Semi-professionnels et

echniciens

\$40,000.

	Top and bottom of salary range	:	1,1	All Employees Fous les salariés)¥	Aboriginal Peoples Autochtones	y	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
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... I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus éleve

1 441- 1486 (9-86) F. J.

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form 2 Part A. Page 1 19 89 Reporting Period: Période de rapport VANCOUVER GRAIN ELEVATOR HANDLINGS Designated CMA (specify)
RAMR designée (préciser) 政 BRITISH COLUMBIA Industrial Sector: Branche d'activité Province / Territory (specify) Province / territoire (práciser) Š ALBERTA WHEAT POOL National (Canada) NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

	Top and bottom of salary range	:	-2	All Employees Fous les salariés		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	res fes	Member	Members of Viuble Minorities Membres des minorités visible	Ordines visibles
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I represente les salaires du quart le moins eleve. A represente les salaires du quart le plus eleve







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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ALLARCOM LIMITED

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EMPLOTMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

NAME			тен 5в8	SPONSIBLE FOR EMPLOYMENT EQUITY		AREA CODE TELEPHONE NUMBER	403 436 - 1250	TED CMAS PROVINCES/TERRITORIES	ONT IN O	N 222	HALIFAX 0 MAR 0 MAR 0 MAR 0 MAR 0			VANCOUVER 0 NPLD 0	WINNIPEG 0 N.H.T. 0	TOTAL EMPLOYEES IN CANADA 281	ON BEHALF OF THAT THE CORPORATE IN CORPORATE	JEAL	and till-
COMMON OR BUSINESS NAME	CITV	MAILING ADDRESS	5325 - 104 STREET EDMONTON, ALBERTA	NAME OF OFFICER RESPONSIBLE	HAROLD ROOZEN	POSITION TITLE	PRESIDENT	 		GEOGRAPHICAL		EMPLOYEES		VAN	MIN	TOT	DC (22)		SIGNAPORE
		OF BUSINESS		ICER OF EMPLOYER			1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	NO. OF		NO. OF EMPLOYEES	NO. OF	0	NO. OF EMPLOYEES	0	NUMBER OF TEMPORARY EMPLOYEES	67	11		\$ C
NAME	IMITED	ADDRESS OF PRINCIPAL PLACE	ALBERTA TOH 588	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	DZEN	LITLE		INDUSTRIAL SECTOR 1	VICATION BROADCASTING	SECTOR 2	SECTOR 3		SECTOR 4		NUMBER OF PERHANENT PART-TIME		I, (Name of Employer) HEOMANION CONTAINED IN FORMER EVERY RESPECT, TO THE BEST OF		71 HY 24 /
FULL LEGAL NAME	ALLARCOM LIMITED	ADDRESS OF	5325 - 104 STREET EDMONTON, ALBERTA	NAME OF CH	HAROLD ROOZEN	POSITION TITLE	PRESIDENT	INDUSTRIAL	TELECOMMUNICATION	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR		INDUSTRIAL SECTOR		NUMBER OF PERMANENT FULL-TIME	EMPLOYEE:	(Name of HEORMATIC	ar each 155a1	DATE
	NAME OF EMPLOYER		ADDRESS		OFFICERS		POSITION	11		INDUSTRIAL	SECTOR(S)				EMPLOYMENT	CATEGORIES	CERTIFICATION	0F	ACCURACT
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Name of Business:	008011 ALLARCOM LIMITED	OM LIMITED		Industrial Sector:	Sector:	481 TE	TELECOMMUNICATION	VICATION	BROADCA	BROADCA Reporting Period:	g Period	1: 1989	9
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Col 13 Women Page Members of Visible Minorities Col 12 Men 63 Part 481 TELECOMMUNICATION BROADCA Reporting Period: Total Number 18 18 18 18 18 18 18 Col 11 Col 10 H H H H H H Women Designated CMA Form 2 Persons with Disabilities Col 9 Men Total Col 8 Col 7 Women Aboriginal Peoples Col 6 Men Total |Industrial Sector: Col 5 10 10 10 Province/Territory 11 11 11 11 11 Col 4 18 18 18 18 18 18 H H H H H H H Women All Employees Col 3 Men Total 003011 ALLARCOM LIMITED 18 18 18 18 18 18 18 18 18 18 18 18 18 18 Col 2 X National (Canada) Top and bottom of salary range 15 12 13 10 10 Col 1 Name of Business: Semi-professionals and technicians OCCUPATIONAL Middle or other managers Professionals Foremen/women GROUPS Upper-level managers Supervisors Location: 18 18 18 18 18 18 18 18 18

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Name of Business:	00801	008011 ALLARCOM LIMITED	1 LIMITED				Industr	Industrial Sector:	481	TELECOMMUNICATION BROADCASTING	CATION B	ROADCASTING
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Employment and Immigration Canada

	1		SALARY	Y SUMMARY:	7: PERMAN	PERMANENT PART TIME EMPLOYEES	TIME EMPLO	OYEES		Form 3		Part B
Name of Business:	008011 ALLARCOM LIMITED	LARCOM	LIMITED	1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Industra	Industrial Sector:	40.1	TELECOMMUNICATION BROADCASTING	ICATION I	BROADCASTI
Location:	X Hat	X National (Canada)		Province	/Territo	Province/Territory (specify)	fy)			Repor	Reporting Period: 1989	od: 1989
SALARY	А11 Ещр	All Employees		Aborigi	Aboriginal Peoples	es es	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	80
RANGES	Total	Men	Women	Total		Romen	Total		Women	Total		
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\$5,000-\$7,499		0		0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	2	0	2 :	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	8	0	 C7	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	6.3	. 2 -		0	0	0	0	0	0	0	0	0
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\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
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				PERMANEN	T FULL TIL	PERHAMENT FULL TIME EMPLOYEES HIRED	EES HIRED		E C	Form 4	Part	
Mame of Business:	000011	000011 ALLARCOM LIMITED	LIMITED				Industrie	Industrial Sector:	1	481 TELECOMMUNICATION BR	CATION BR	
Location:	X Mat	X National (Canada)		ovince/T	Province/Territory (specify)	(specify)	1 t t t t t t t t t t t t t t t t t t t			Reporting	Reporting Period: 1989	989
OCCUPATIONAL	, A11	Employees	10	Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	
GROUPS	Total	Men	Мотеп	Total	Men	Women	Total	Men	Иошеn	Total	Men	Women
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Upper-level managers	7		0	0	0	0	0	0	0	0	0	0
Middle or other managers	-	0	F-1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	52	33	13	0	0	0	0	0	0	64		1
Supervisors	c)		2	0	0	0	0	0	0	0	0	1 0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	nge erd	นา	67	0	0	0	0	0	0	0	0	O .
Sales workers	ψ.	************************************	64	0	0	0	0	0	0	0	0	(c)
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	9	4	64	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers		-	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	CO .	00	29	0	0	0	0	0		C7		

		:		PERMANER	T PART-TI	PERMANENT PART-TIME EMPLOYEES HIRED	EES HIRED		D.F.	Form 4	Part		
Name of Business:	003011 A	ALLARCOM	003011 ALLARCOM LIMITED				Industrial	al Sector		481 TELECOMMUNICATION BR	CATION BR		
Location:	X Walic	X Walional (Canada)	- :	Province/Territory (specify)	erritory	(specify)				Reporting Period: 1989	Period:	1989	
OCCUPATIONAL	All E	All Employees	S	Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Visible	Wembers of Visible Minorilies		
GROUPS	Total Number	Меп	Women	Total	Men	Women	Total	Men	Women	Total	Men	Homen	
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Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0	::
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0	
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	ed ed	0	7	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers		0		0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	67	O	67	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES HIRED	9	d :	נים	0	0	0	0	0	0			100	
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Employment and Immigration Canada PERHANENT FULL TIME EMPLOYEES PROMOTED

		,	PERMANENT	THAT LATE	THE TIME		EMPLOYEES PROMOTED	Q	F.	Form 5	Pait A	
Name of Business:	008011 ALEARCOM LIMITED	LIMIT MODE	ED	:			Industrial	al Sector:		481 TELECOMMUNICATION BROADCASTING	CATION BR	OADCASTI
Location:	X Mational (Canada)	(Canada)	Provin	ice/Terr	ritory (Province/Territory (specify)				Reporting	Reporting Period: 1989	0000
	Employees promoted		(Employees promoted during the	promot or with	ed duri	ng the ye	year are thave been	are to be reported been last promoted)	rted only	only in the occupational	cupationa	l groups
OCCUPATIONAL	All Employees	loyees		Aborig	Aboriginal Peoples	soldo	A.	Persons with Disabilities	th	Visi	Members of Visible Minorities	ities
GROUPS		Women		Total Number	Men	Мошеп	Total Number	Men	Women	Total Number	Меш	Мошеп
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Upper level	0	0	0	0	0	0	0	1	0	0	0	0
Middle or other managers	0		0	0	0	0	0	0	0	0	0	0
Professionals	0		0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians		2	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0		0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	C	0	0
Skilled crafts and trades workers		0		0	0	0	0	0	0	0	0	0
Semi-skilled	0	0	0	0	0	0	0	0	0	0	O	0
Other manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	(*)			0	0	0	0	0	0 0 11	11	1 CO	1 0 1 d d d d d d d d d d d d d d d d d
TOTAL NUMBER OF PROMOTIONS	e3			0	0	0	0	0	0	0	0	:

PERMANENT PART TIME EMPLOYEES PRONOTED

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Mame of Business:	000011	ALLARCON	008011 ALLARCOM LIMITED	:	1		Industrial	al Sector	481 1	ELECOMMUN	481 TELECOMMUNICATION BROADCA	ROADCA	STING
Location:	X Nati	X Mational (Canada)		Province/Territory (specify	erritory	(specify				Reportin	Reporting Period: 1989	1939	
	Employees	ses promoted	0	oyees pro	noted durithin whi	ing the	Employees promoted during the year are to which or within which they have been	been last promoted)		in the o	only in the occupational groups	al gro	sdr
OCCUPATIONAL	A11	11 Employees	ees	Abo	Aboriginal Peoples	eoples	C4	Persons with Disabilities	es	Vis	Members of Visible Minorities	rilies	:
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Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	 	
Middle or other managers	0	0 !	0	0	0	0	0	0	0	0	0		0
Professionals	0	0	0	0	0	0	0	0	0	0	0	:	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0 -	0	0		0
Supervisors	0	0	0	0	0	0	0	0	0	0	0		0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0		0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	1	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	:	
Service workers	0	0	0	0	0	0	0	0	0	0	0		0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	:	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0		
Other manual workers	0 11	0	0	0	0	0	0	0	0	0	0	1	0
TOTAL HUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0			CO	1	
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ū	Sector:		Persons with Disabilities	Men	Col. 8 ;	0	0	0	0	0	0	0	0	0	0	0	0	0
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:	003011 ALLARCOM LIMITED	X Walional (Canada)	Emplayees	Men	Col. 2	64	0	0	12	0	0	0	0	0	ษา		0	20
:	000011	X Mats	All	Total	Col. 1	64	0	0	15	0	0	T	e-4	0	9	6.5	0	E .
	Name of Business:	Locations	OCCUPATIONAL	GROUPS	- 11 - 14 - 14 - 15 - 15 - 15 - 16 - 17 - 17 - 18 - 18 - 18 - 18 - 18 - 18 - 18 - 18	Upper level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual	TOTAL NUMBER OF EMPLOYEES

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name of pusiness:	002011	ALLANCOR	LIMITED	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!	-	Industria	industrial Sector:		481 TELECOMMUNICATION ENORDERS	CATION BR	OABCASTIRG
Location:	X Nati	X National (Canada)		Province/Territory (specify)	erritory	(specify)		1	!	Reporting Period: 1989	Period:	1365
OCCUPATIONAL.	NII.	Employees	10.	Aborig	Aboriginal Peoples	oles	Disa	Persons with Disabilities		Visible	Wisible Minorities	es.
GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total	Men	Homen
11	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10;	Col. 11;	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	C	0	0	0	0	0	0	0	0	1 0 1
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0 3 3 3 4 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0	0	0	0	0	0	0	0	0	0	C
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0		

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		000	UPATIONA	OCCUPATIONAL GROUPS: PERHANENT FULL TIME EMPLOYEES	PERHANE	ENT FULL-	TIME EMI	LOYEES	E4	Form 2	Part	id.	Page 1
Name of Business:	008011 ALLARCOM LIMITED	M LIMITED		Industrial Sector:	Sector:	481 TE	LECOMMUN	ICATION	BROADCA	481 TELECOMMUNICATION BROADCA Reporting Period:	g Period	1989	63
Location:	National (Canada)		rovince/	Province/Territory			9 1 2 2 6 6	×	X Designated CMA	ed CMA	02 EDMONTÓN	TON	
OCCUPATIONAL	Top and	Q All	Employees	S	Abori	Aboriginal Peoples	oples	P	Persons with Disabilities	th	Visib	Members of Visible Minorities	fies
GROUPS		R Total	Men	Women	Total	Men	Women	Total	Men	Мошеп	Total	Men	Women
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Upper-level managers	20000 and 0000 5000 50000 50000 50000 50000 50000 50000 50000 50000 50000 50000 5000	45,64	R \$2.				11 11 11 11 11 11 11 11 11 11 11 11 11	11	18	11 12 13 14 14 14 15 16	14	# # # # # # # # # # # # # # # # # # #	11 11 11 10 11 11 11
Middle or other	7000 4500 4999	1 40004		4		11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			11 14 18 18 18 19 19	11 11 11 11 11 11 11 11 11 11 11 11 11	14 14 15 17 17 18 18	11 11 11 11 11 11 11 11 11 11 11 11 11
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Semi-professionals and technicians	240000 1740000 1740000 1740000 1740000 1740000 1740000 174000000 1740000000000		2223	(4-10-	# # # # # # # # # # # # # # # # # # #		G G G G G G G G G G G G G G G G G G G			0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			#
Supervisors	0000 0000 0000 0000 0000 0000 0000	11 — 1	11 11 11 11 11 11 11 11 11 11 11 11 11		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	11			H H H H H H H H H H H H H H H H H H H	# I I I I I I I I I I I I I I I I I I I	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
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Part h Form 2

Page 2

Name of Business:	003011 ALLARCOM LIMITED	A LIMITED		Industrial Sector:	Sector:	431 TE	ELECOMMU	ICATION	BROADCA	Reporting	431 TELECOMMUNICATION BROADCAReporting Period:	1989	
Location:	Wational (Canada)	1 1 1 1	rovince/	Province/Territory	,		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	×	X Designated CMA	ted CMA	02 EDMONTOR	NOTA	
OCCUPATIONAL	Top and		All Employees	31 1	Abori	Aboriginal Peoples	oples	P	Persons with Disabilities	ith es	Visib	Members of Visible Minorities	of ties
GROUPS		R Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total	Men	Women
	Col 1	ပိ	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000 135000 175000 174000	C450	CAW-	0 - 3 - 5	11	10 10 11 11 14 14 14 14 15		11 14 15 11 10 10	() () () () () () ()	11 11 11 11 11 11			
Sales Workers	70000 and over 220000	++-	3		11 11 11 11 11 11 11 11 11 11 11 11 11			U		U U U U U U U U U U U U U U U U U U U	11 11 11 11 11 11 11	11 11 11 11	H H H H H H H H H H H H H H H H H H H
Service workers	275 275 200 00 00 00 00 00 00 00 00 00 00 00 00		11 11 11 11 11 11 11 11 11 11 11 11 11		11	11	11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11 13 13 14 14	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	U U U U U U U U U U U U U U U U U U U	0 0 0 0 0 0 0	11 11 11 11 11
Skilled crafts and trades workers	60000 17500 17500 17500 17500	2044 15	11 44000	11 KAPU	11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			11 11 11 11 11 11 11 11 11 11 11 11 11	3 3 3 4 5 6 7			11 11 11 11
Semi-skilled manual workers	27500 29999 15000 17499		000		11 11 11		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	11	11	0	11 11 11 11 11 11 11 11	1	11 11 11 11 11 11 11 11 11 11 11 11 11
Other manual	12750 12750					0 0 0 0 0 0 0 0 0 0 0 0	11 11 11 11 11 11 11 11 11 11 11 11 11	11		H H H H H H H H H H H H H H H H H H H	10 10 10 10 10 10 10 10 10 10 10 10 10 1	11 11 11 11 11 11 11 11 11 11 11 11 11	
TOTAL NUMBER OF EMP	PLOYEES	213	152	61	0 0 0 0 0 0 0 0 0	11 = 1 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11 -11		H H H H H	- -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERHANENT PART-TIME EMPLOYEES

Page 1

Parl B

Form 2

Name of Business:	003011 ALLARCOM LIMITED	M LIMITED	Inc	Industrial Sector:	Sector:	431 T	ЕГЕСОМИЛ	ICATION	BROADCA	431 TELECOMMUNICATION BROADCA Reporting Period:	ig Period	1939	· cn
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Page 2

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BIG HORN TRANSPORT LTD.

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Supply and Services Canada Approvisionnements et Services Canada

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NOTE: See instructions to complete all forms
NOTA: Voir instructions pour remplir tous les formulaires

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Employment and Emploi et Immigration Canada Immigration Canada

SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION DE ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

MAKING ADDRESS - ADMESSE POSTALE

Calgary T2E 3H7

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- 2nd Street N.

#202, 3710

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Raymond Blasettl

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OFFICERS

ADDRESS OF PANCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAINCS MATIONALE PRINCIPALE

BIG HORN TRANSPORT LTD.

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NOW DE L'EMPLOYEUR NAME OF EMPLOYER

ADDMESS ADRESSE

PULL LEGAL MAME - MOM LÉGAL AU COMPLET

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Form Formulaire

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POSITION TITLE - TITME OU FONCTION

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POSITION TITLE - TITME OU FONCTION

(Secretary

O Vicki Manna

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SALARIÉS

DE

RAYMOND BLASETTI

L. (Name)

®

CERTIFICATION

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ACCURACY

JE, (MOM)

ATTESTATION D'EXACTITUDE

4---N-4--08

BIG HORN TRANSPORT LTD. THAT THE MEGBAARTION CONTAINED IN FORMS 1 TO & OF THIS REPORT IS TRUE AND ACCUMATE IN EVERY RESPECT, TO THE REST OF MY KNOWLEDGE AND BELIEF . HEREBY CERTIFY ON BEHALF OF Blame of employer)

. ATTESTE PARLES PRÉSENTES AU NOM DE (Nom de l'empi

QUE LES MENGEGENEMETS FOUNNES DANG LES FORMULAINES 1 À 6 DU PRÈSENT RAPPORT SONT, AUTANT QUE JE SAOIE, VIAUS ET EXACTS À TOUS AGÉ

SIGNATURE - SIGNATURE

WOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOIR INSTRUCTIONS POUR RESAIL IR TOUS LES FORMALIAINES

mr. our May 29, 1990

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Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS : PERMANENT FUIL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES : SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

Form 2 Part A, Page 1 Women 200 Members of Visible Minorities Membres des minorités visibles 19 89 Men Col 12 Reporting Period: Période de rapport: Total Number Mombre total Col. 13 Women Col 10 MAR désignée (préciser) 0 ď Persons with Disabilities Personnes handicapées industral Sector:
Branche d'activité TRUCKING TRANSPORT INDUSTRIES Men 6 100 Total Number Nombre total 00.8 Women Col. 7 Aboriginal Peoples Autochrones Men Hommes 9 00 Total Number Nombre total COL S Province / Territory (specify)
Province / territoire (préciser) Women Col. 4 d 00 0 0 All Employees Tous les salariés Men Col. 3 10 Total Number Nombre Total ~ jo BIG HORN TRANSPORT LTD. National (Canada) National (Canada) 4 m n -* m ~ -Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 60,000 45,000 45,000 35,000 39,999 15,000 22,500 × Col. 1 Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres supérieurs Name of Business: Nom de l'entreprise: foremen/women Contremaitres Location-Endroit Professionals Professionnets Surveillants

Use separate Parts for permanent part-time and temporany employees. Utiliser les autres parties pour les salairés permanents à temps partiel et les salairés temporaises

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1 refers to the lowest salary quarter; 4 refers to the highest salary quarter;
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NOTE. See Instructions NOTA: Visit instructions

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NOTE See instructions

Employment and Immigration Canada Employe et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

3 Part A Formulaue

Women Col 12 0 0 Members of Visible Minorities Membres der minorites visibles TRUCKING TRANSPORT INDUSTRIES Men Col 11 _ -19 89 Total Number Nombre total Reporting Period: Periode de rapport: Col 10 _ . Women Col 9 0 0 0 0 0 d 0 Persons with Disabilities Personnes handicapées Men Hommes Col 8 6 ~ m Industrial Sector: Branche d'activité: Total Number Nombre total Col. 7 _ 6 7 m - $\boldsymbol{\vdash}$ Women Col. 6 0 0 0 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col S -~ Total Number Nombre total Col. 4 ~ 4 ~ Women Col 3 0 0 0 0 0 0 0 0 0 0 0 0 BIG HORN TRANSPORT LTD. All Employees Tous les salariés Men Col. 2 16 7 112 28 11 12 8 7 S 2 8 National (Canada) National (Canada) Total Number Nombre total Col. 1 16 7 -112 28 11 12 œ 1 S 4 2 8 Ø TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$50,000 - \$69,999 \$40,000 - \$49,999 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 Under Mount de \$10,000 Name of Business: Nom de l'entreprise Location-Endroit

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Use separate Parti for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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Employment and Immigration Canada Employer Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIËS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activite

BIG HORN TRANSPORT LTD.

NOTA YOU INSTRUCTIONS

Nume of Business: Num de l'entreprise:

Form formulaire 4 Partie A

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col. 11 TRUCKING TRANSPORT INDUSTRIES 19 89 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapees Men Col. 8 Total Number Nombre total Col. 7 Women Col. 6 0 0 Aboriginal Peoples Autochtones Men Hommes Col. 5 ~ Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees. Utibies hes autres parities pour hes salariés permanents à temps partiel et les salaries temporaises

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NOTE: See instructions NOTA. Vow.instructions Name of Business: Nom de l'entreprise:

Lucation-Endroit

Employment and Immigration Canada Employer Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

form 5 Part A formulaire 5 Parties

1989

TRUCKING TRANSPORT INDUSTRIES Reporting Period: Periode de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify)
Province / territoire (preciser) BIG HORN TRANSPORT LTD. National (Canada) National (Canada) ď

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Semi-skulted manual workers Travailleurs manuels specialisés												
Other manual workers Autres travailleurs manuels												
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Use separate Parts for permanent part-time and temporary employees.
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

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Employment and immigration Canada Emploi et Immigration Canada

CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN* PERMANENT FULL-TIME EMPLOYEES TERMINATED*

Form formulaire 6 Paries

TRUCKING TRANSPORT INDUSTRIES

Industrial Sector: Branche d'activité:

BIG HORN TRANSPORT LTD.

NOTE See Instructions NOTA Voicinitarions

Num of Business:

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 1 Total Number Nombre total 19 89 Col 10 Reporting Period: Période de rapport: Women Col 9 0 0 Persons with Disabilities Personnes handicapees Men Hommes Col 8 -۲ Total Number Nombre total Col. 7 _ ~ Women Col 6 0 0 Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires Aboriginal Peoples Autochtones Men Col S 2 2 Province / Territory (specify)
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Page 1 Women Col 13 form 2 PanA. formulaire 2 Panie A. Members of Visible Minorities Membres des minorités visibles 1989 Men Col 12 Reporting Period: Période de rapport: Total Number Nombre total Col 13 Women Col 10 MMR désignée (préciser) 0 0 Persons with Disabilities Personnes handicapées TRUCKING TRANSPORT INDUSTRIES Men 6 00 OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES*
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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN*

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Use separate Parts for permanent part-time and temporary employees. Utilises les autres parties pour les salaries permanents a temps partiel et les salaives temporaires .

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Employment and Immigration Canada Employer Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED.
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*

Formulaire A Part A

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PERMANENT FULL-TIME EMPLOYEES PROMOTED.

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AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

TRANSPORT TRUCKING INDUSTRIES

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Province / Territory (specify)
Province / territoire (preciser)

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BIG HORN TRANSPORT LTD.

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Autres travailleurs manuels

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PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN*

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BYERS TRANSPORT LIMITED

⁹ Minister of Supply and Services Canada 1990 ³ Ministre des Approvisionnements et Services Canada 1990

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Employment and Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

ENIN OYMENT EQUITY: EMPLOYER IDENTEKCATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

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MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
MOTA: VOIR INSTRUCTIONS POUR REMPLIA TOUS LES FORMULAIRES

Employment and Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

ÉQUITÉ EN MATIÈRE D'EMPLOY. EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOY. EMPLOYER IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

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M	U BYERS TRANSPORT LIMITED	MAILING ADDRESS - ADRESSE POSTALE	O P.O. Box 157, EDMONTON, Alberta T5J 2JI	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI	O E.M. Elton	POSITION TITLE - TITRE OU FONCTION	Payroll Administrator		GEOGRAPHICAL	AREAS	(INDICATE NUMBER OF EMPLOYEES LOCATED IN	EACH AREA)			Salistoss	GÉOGRAPHIQUES		(INDIQUER LE NOMBRE	CHAQUE SECTEUR)		Byers Transport Limited	F KNOWLEDGE AND BELIEF	(Nom de l'employeur)	CTS A TOUS EGARDS	7	
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FULL LEGAL NAME - NOM LÉGAL AU COMPLET	C BYERS TRANSPORT LIMITED	ADDRESS OF PRINCIPAL PLACE OF BUSINESS.	3 2840 - 76 Avenue, EDMONTON, Alberta	NAME OF CHIEF EXECUTIVE OFFICER OF EMPI	(5) R.H. Marinoske	POSITION TITLE - TITME OU FONCTION	◆ Vice-President and General Manager	INDUSTRIAL SECTION 1 - BRANCHE D'ACTIVITÉ I	(6) Truck Transport Industries	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	· .	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ &	(NUMBER OF PERMANENT FULL-TIME EMPLOYEES	PERMANENTS A TEMPS PLEIN		469	(0) Ruben H. Mar	THAT THE INFORMATION CONTAINED IN FOR	K. (NOM)	QUE LES RENSERONEMENTS FOURNIS DANS L	DATE - DATE -	
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOR INSTRUCTIONS POUR REMPLIA TOUS LES FORMULAIRES

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form 2 Partie A, Page 1

NOTE: See instructions				A TÉGORIES F	ROFESSION	CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN*	ARIES PERMAI	VENTS À TEI	MPS PLEIN*			Formulaire	sire & Partie A.	e A. raye
NOTA: Voir instructions Name of Business: Nom de l'entreprise: BY	BYERS TRA	NSPORT	ORT LTD.				Industrial Sector: Branche d'activite	ü	TRUCK TRANSPORT INDUSTRIES	SPORT IN	DUSTRIES		Reporting Period: Période de rapport:	1989
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EMP 18/1 (9-86) P 1

" Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus èleve

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form Part A. Page 2 Portie A. Page 2

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I represente les salares du quart le moins eleve, 4 represente les salares du quart le plus eleve

FMP 3871 (9:86) P 2

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 2 Partie 8, Page 1

Col 13 19 89 Members of Visible Minorities Membres des minorites visibles Reporting Period: Période de rapport: Men Col. 12 Total Number Nombre total 00 11 Women TRUCK TRANSPORT INDUSTRIES Col 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col 9 Total Number Nombre total Col 8 Women Col. 7 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men Hommes Col 6 Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men Col. 3 TRANSPORT LTD. Total Number Nombre total Col. 2 Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1 BYERS X Occupational Groups Catégories professionnelles Middle or other managers Cadres intermédiaires et Semi-professionals and NOTE: See instructions NOTA: Voir instructions Upper- level managers Cadres supérieurs Semi-professionnels et Name of Business: Nom de l'entreprise: **Foremen/women** Location-Endroit Contremaitres Professionals Professionnels autres cadres Supervisors technicians techniciens

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

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NOTA: Voir instructions												Formulaire	7	Partie B, Page 2	
Occupational Groups	Top and bottom of salary range	:	1	All Employees Tous les salariés		ď	Abonginal Peoples Autochtones	s	Perso Perso	Persons with Disabilities Personnes handicapées	ities ées	Membe	Members of Visible Minorities Membres des minorités visibles	iorities	_
Catégories professionnelles	minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	
	Col 1		Col 2	Col. 3	Col 4	Col S	Gol 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	_
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Finaloves du secteur de la		m				:									_
vente		7.			:		:								
															_
Service workers		4 ~													-
Employes du secteur des		2													
services		-													
Skilled crafts and trades		4													_
Workers Travaillaire mislifiae of		m													-
artisans		7						:							
	30,000	4	2	8	0	-	-	C							_
Semi-skilled manual workers	24,499		=	=	0			1				:			_
specialises	750o.	7	Ğ	C	0								1		
	4999	-	19	19	0					-	0	:	:		_
	15,000	4	ū	G.	0										
Other manual workers	- 66h'61	m	33	C.C.	0	Ø	d	0	_	-	0	-	: :-	0	_
	.000'5	2	0	10	0				_	-	0	-	-	0	_
	7.499	-	9	9	0				_	_	0				
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	F EMPLOYEES DE SALARIÉS		174	103	ال	Ŧ	0	-	Ŋ	V.	C	V	ď	(

. Tefers to the lowest salary quarter. I refers to the ingress salary quarter in the presence the stalaries du quart le plus eleve

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 3 Partie A

Women Col. 12 0 0 0 Members of Visible Minorities Membres des minorités visibles Men Col. 11 TRUCK TRANSPORT INDUSTRIES a _ 19 89 Total Number Nombre total Reporting Period: Periode de rapport: Col. 10 0 _ Women Col 9 0 0 d Persons with Disabilities Personnes handicapées Men Col 8 g 5 97 0 Industrial Sector: Branche d'activité: Total Number Nombre total Col. 7 (1) Ø _ (1) Women Col. 6 0 0 0 0 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (préciser) Col. 5 9 Total Number Nombre total Col 4 9 _ Women 5 C 07 S 0 0 9 σ 0 Col. 3 0 TRANSPORT LTD. All Employees Tous les salariés Men 40 +10 8F Co Col. 2 (1 00 9 0 d 0 National (Canada) National (Canada) Total Number Nombre total 10 219 Col 1 E 5 To 5 Ŧ 84 0 0 8 Ø BYERS \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 SALARY RANGES ÉCHELLES DE \$10,000 - \$14,999 \$15,000 - \$17,499 REMUNERATION Under Moins de \$10,000 Name of Business: Nom de l'entreprise: Location-Endroit

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS

LMP 3848 (9-86)

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and over

\$70,000

\$50,000 - \$69,999

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NOTE: See instructions NOTA: Voir instructions

Name of Business. Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 3 Partie B

Women Col 12 0 Members of Visible Minorities
Membres des minorites visibles Men Col 11 _ 0 (0 TRUCK TRANSPORT INDUSTRIES 1989 Total Number Nombre total Reporting Period: Période de rapport: Col 10 3 Women Col 9 0 0 0 0 Persons with Disabilities Personnes handicapees Men COI 8 0 _ Industrial Sector. Branche d'activité Fotal Number Nombre total (0) _ d Women 9 100 0 0 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (preciser) Col 5 0 Total Number Nombre total Col 4 Women 66 ~ હ Col 3 5 9 10 0 0 TRANSPORT LTD. All Employees Tous les salaries Men Hommes 23 0 Col 2 3 E J 9 00 00 National (Canada) National (Canada) Total Number Nombre total 40 Col 1 古の 29 37 3 9 9 5 \boxtimes BYERS \$10,000 - \$12,499 SALARY RANGES REMUNERATION \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under Moins de \$2,500 ECHELLES DE \$2,500 - \$4,999 \$5,000 - \$7,499 87,500 - \$9,999

t MP 3849 (9:86)

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES

and over

\$50,000

\$40,000 - \$49,999

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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TRANSPORT LTD.

BYERS

NOTE. See instructions NOTA. Voir instructions Name of Business: Nom de l'entreprise. Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activité:

4 Partie A

Form Formulaire

TRUCK TRANSPORT INDUSTRIES 1989 Reporting Period: Période de rapport

Location-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)	er)				Reporting Period: Période de rapport:	0d: 1989		
		All Employees Tous les salarres			Aboriginal Peoples Autochtones	8	Pers	Personnes handicapees	ties ées	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col 3	Col. 4	Col 5	Gol 6	Col 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs	-	-	0		•							
Middle or other managers Cadres intermediaires et autres cadres	S	N	0									
Professionals Professionnels	-	0	1									
semi-professionals and technicians semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Furemen/women Contremaitres	ď	ď	0		٠							
Clerical workers Employés de bureau	+1	C	12				-	0	-			
Sales workers Employés du secteur de la vente	-	-	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifiés et artisans	0	В	0									
Semi-skilled manual workers Travailleurs manuels specialises	4S	45	0	-	-	0	3	0	0			
Other manual workers Autres travailleurs manuels	19	19	0									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	16	18	13	-	-	0	Ţ	a	-	0	0	0
		,	-									

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires *

1 MP 3870 (9:86)

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL *

Industrial Sector: Branche d'activité

TRANSPORT LTD.

BYERS

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

4 Partie B Form Formulaire

TRUCK TRANSPORT INDUSTRIES

The second secon			And the second name of the second				The state of the s					
Lucation-Endroit	National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)	er)				Reporting Period: Période de rapport.	od: 1989		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	S a	Pers	Persons with Disabilities Personnes handicapées	es 95	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col. 5	Col 6	Col 7	Col 8	Col. 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionals et techniciens												
Surveillants												
Foremen/women Contremaitres												
clerical workers Employes de bureau	37	n	34	-	0	-	-	-	0	-	-	C
Sales workers f mployés du secteur de la vente												
Service workers timployes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	35	35	0	-	-	G	_	-	0	0	0	a
Other manual workers Autres travailleurs manuels	39	১৯৫	O.	1	-	0	-	-	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	101	ሁፃ	表	6	ď	-	n	(1)	6	-	-	
			-				-	-	,)

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

1 MP 3890 (9-86)

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activité

Province / Territory (specify)
Province / territoire (préciser)

National (Canada) National (Canada)

X

Location-Endroit

TRANSPORT LTD.

BYERS

Name of Business: Nom de l'entreprise:

Form Formulaire 5 Partie A

1989

Reporting Period: Période de rapport.

I RUCK TRANSPORT INDUSTRIES

Women Col 12

Men Col 11

NOTE: See instructions NOTA: Voir instructions

Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees, promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salaries promus are cours de l'année doivent être inscrits seulement dans la catégoire professionnelle à laquelle ou a l'intérieur de laquelle its ont ète promus en dermier). Total Number Nombre total Col 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Hommes Col. 8 Total Number Nombre total Col. 7 Women Gol 6 Aboriginal Peoples Autochtones Men Col. 5 Total Number Nombre total Col 4 Women 0 6 Col. 3 0 0 All Employees Tous les salariés Men Col. 2 ---0 Total Number Nombre total Col. 1 4 4 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels spécialisés Employés du secteur de la vente Other manual workers Upper-level managers Cadres supérieurs Clerical workers Employés de bureau Foremen/women Service workers Contremaitres Sales workers **Professionnels** Professionals Supervisors

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS

Autres travailleurs manuels

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

LMP 3869 (9:86)



PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulaire 5 Partie B

TRUCK TRANSPORT INDUSTRIES

Industrial Sector: Branche d'activité

TRANSPORT LTD.

BYERS

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise.

Location-Endroit

Women Col. 12 Membres des minorités visibles Members of Visible Minorities Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted Salariés promus (les salariés promus an cours de lanvelle dis inserieur de laquelle its ont été promus en dernier) 1989 Hommes Col 11 Men Reporting Period: Période de rapport: Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 0 0 All Employees Tous les salariés Men Hommes Col. 2 0 0 Total Number Nombre total National (Canada) Col. 1 0 0 TOTAL NUMBER OF EMPLOYEES PROMOTED WOMBRE TOTAL DE SALARIÉS PROMUS X Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Skilled crafts and trades workers Travailleurs qualifies et artisans Employés du secteur des services Employés du secteur de la vente Travailleurs manuels specialisés Semi-skilled manual workers Other manual workers Autres travailleurs manuels Middle or other managers Upper-level managers Clerical workers Employés de bureau Cadres superieurs ForemenAwomen Service workers Professionals Professionnels Confremaitres Sales workers Supervisors

Use separate Parts for permanent full-time and temporary employees
 Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires

1 MP 3883 (9-86)

Canada

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 6 Partie A

Industrial Sector: Branche d'activité

Women Col 12 0 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 TRUCK TPANSPORT INDUSTRIES 1989 Total Number Nombre total Col 10 Reporting Period: Periode de rapport: Women Col. 9 0 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col. 7 Women Col. 6 0 Aboriginal Peoples Autochtones Men Col 5 0 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 0 Women 0 0 Col. 3 0 0 0 5 0 0 0 a TRANSPORT LTD. All Employees Tous les salariés Men 0 d 0 Col. 2 (1 S 0 n 0 4 Total Number Nombre total National (Canada) National (Canada) 0 0 0 0 0 S Col 5 S d BYERS X Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifiés et artisans Service workers Employés du secteur des services Employés du secteur de la vente Upper-level managers Cadres supérieurs Clerical workers Employés de bureau Name of Business: Nom de l'entreprise: Furemen/women Contremaitres Location-Endroit Professionals Professionnels Sales workers Surveillants

TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS IMP 3872 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires .

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Semi-skilled manual workers Travailleurs manuels specialisés Autres travailleurs manuels Other manual workers

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NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 6 Partie 8

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Women Col 12 0 0 Members of Visible Minorities Membres des minorités visibles Men Col 11 0 TRUCK TRANSPORT INDUSTRIES Total Number Nombre total Col 10 0 Reporting Period: Periode de rapport: Women Col 9 0 0 0 Persons with Disabilities Personnes handicapées Men Hommes Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité Col 7 0 Women Gol 6 0 Aboriginal Peoples Autochtones Men Col. 5 (Ø 0 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 (1) d Women Re 23 Col. 3 0 0 All Employees Tous les salaries Men BYERS TRANSPORT LTD. 4 66 Col. 2 5 National (Canada) National (Canada) Total Number Nombre total 3 Col. 1 33 E 5 Ø Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels spécialisés f mployés du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres supérieurs Employés de bureau Name of Business: Nom de l'entreprise Foremen/women Location-Endroit Clerical workers Service workers Contremaitres Professionnels Sales workers Professionals Supervisors

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires *

(38-6) 688E JW1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Part A. Page 1

Industrial Sector: Branche d'activité

TRUCK TRANSPORT INDUSTRIES

Designated CMA (specify) RMR designee (preciser)

ALBERTA

Province / Territory (specify) Province / territoire (preciser)

All Employees Tous les salaries Men Col 3

X

National (Canada) National (Canada)

Location-Endroit

TRANSPORT LTD.

BYERS

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Aboriginal Peoples Autochtones

Women

Men Gol 6

Total Number Nombre total Col 5

Women

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Catégories professionnelles

Occupational Groups

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30,000

Upper-level managers Cadres supérieurs

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Middle or other managers Cadres intermediaires et

autres cadres

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Co:

39,499 39.999 33.500

PH.999

Professionals Professionnels

Semi-professionals and technicians Semi-professionnels et techniciens

Total Number Nombre total

Men Hommes

Persons with Disabilities Personnes handicapees

Women

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Col 8

Col 7

Col 11 Col 10

Col 13

Col 12

Hommes

Total Number Nombre total

Men

Members of Visible Minorities Membres des minorités visibles

Women

Reporting Periode d

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé . .

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries Temporaires

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Supervisors

30.000 34.999

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NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A, Page 2 Formulaire 2 Partie A, Women Col 13 00 Members of Visible Minorities
Membres des minorités visibles Men Col 12 Ø 0 Total Number Nombre total Col 11 40 Women Col 10 d 0 0 0 0 Persons with Disabilities Personnes handicapées Men Col 9 0 (M Total Number Nombre total Col 8 ((m Women Col 7 O: O: O 0 Aboriginal Peoples Autochtones Men Col 6 0 Total Number Nombre total Col 5 Women + 0 e = 0 0 0 0 - 0 0 0000 0000 All Employees Tous les salariés Men 00 = 630 Col 3 ((O) A 6 3 4 10 Total Number Nombre total 008=000 \$ 0 -豆 0 0 = 113 5 5 Quart Top and bottom of salary range Maximum et minimum de l'échelle de remunération 25.000. 35,000 27.500-39.999 19,500. 29.999 30,00p-15,000 19.499 14.999 30,000 34.999 17,500. 19,999 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS 30,000 Col 1 34,999 34.999 Occupational Groups Categories professionnelles Semi-skilled manual workers Travailleurs manuels spécialisés Autres travailleurs manuels Sales workers Employés du secteur de la vente Service workers
Employes du secteur des
services Skilled crafts and trades workers Travailleurs qualifies et artisans Other manual workers Clerical workers Employés de bureau

I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins elevé, 4 represente les salaires du quart le plus éleve

EMP 3871 (9-86) P 2

Emploi et Immigration Canada Employment and Immigration Canada

Page 1 7 Part B.

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector Branche d'activité

TELCK TRANSPORT INDUSTRIES

ALBERTA

Province / Territory (specify) Province / territoire (preciser)

X

National (Canada) National (Canada)

Location-Endroit

TRANSPORT LTD.

BYERS

Name of Business: Nom de l'entreprise:

NOTE. See instructions NOTA: Voir instructions

Designated CMA (specify) RMR designee (preciser)

Total Number Nombre total

Persons with Disabilities Personnes handicapees

Men Hommes

Women

Women Col 7

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de rémuneration (0)

Occupational Groups Categories professionnelles

Middle or other managers Cadres intermédiaires et

autres cadres

Upper- level managers Cadres supérieurs

Semi-professionals and technicians Semi-professionnels et techniciens

Professionals Professionnels

Col 2

All Employees Tous les salariës Men Hommes Col 3

Aboriginal Peoples Autochtones Men Hommes g loo

Col 10

Col 11

Col 9

(o) 8

Col 13

Col 12

Total Number Nombre total

Men Hommes

Women Members of Visible Minorities Membres des minorites visibles

Reporting Periode de

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Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salariès temporaires

Foremen/women

Supervisors

1 MF 3886 (9.86) P

Occupational Groups	of salary range	:		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones	se	Perso	Persons with Disabilities Personnes handicapées	rties	Membe	Members of Visible Minorities	Minorities
Catégories professionnelles		Quarter	Fotal Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		(0) 2	Col 3	Col 4	Col 5	Col 6	Col 2	8 103	0 100	00.170			
	- 00,0kg	4	-	0	-				0	501.9	100	(0 11	Col 12	Col 13
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Sales workers		٣					1							:
Employes du secreur de la		ŕ												
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Service workers		7 .												
Employés du secteur des		2												
services		~												
		-												
Skilled crafts and trades		4												
workers		3												
Havaineurs quanties et														
artisans	:	7												
		-												:
Semi-skilled manual workers	30.000	4	Œ	æ	0									
Travailleurs manuels	34.999	m	-	7	0									
specialises	7.500	2	6	σ									:	
	9,999	-	2): (
	16.2		9						-	-	٥			
Other manual workers	-000.00		đ	Ca:	0									
Autres travailleurs manuels	7.7.444	m	88	60	0	Q	C	(
	5,000	7	0	10	C):		-	a			0
	7.499	-	و		0				-: .		0			0
TOTAL NUMBER OF EMPLOYEES	FEMPLOYEES										a			
NOMBRE TOTAL DE SALARIES	DE SALARIES		151	38	(63	C	ď	(,	,				
a make large do to be to a			The Person named in column 2 is not the Person named in column 2 i						-			1		

| 151 | 38 | 63 | 3 | 3 | 0

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter plus eleve represente les salares du quart le moins eleve, 4 represente les salares du quart le plus eleve

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

3 Part A Form Formulaire

Canada Women Col 12 0 0 0 0 Members of Visible Minorities Membres des minorités visibles Men Hommes TRUCK TRANSPORT INDUSTRAES Col 11 T 9 1989 Total Number Nombre total Reporting Period: Période de rapport: Col. 10 و T Women Col. 9 Q 0 d 0 0 Persons with Disabilities Personnes handicapées Men Hommes Col 8 00 0 ナ 3 Industrial Sector: Branche d'activité: Total Number Nombre total Col 7 0 7 G Ø ALBERTA Women Col. 6 0 ٥ 0 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (préciser) Col. 5 + 9 Total Number Nombre total Col 4 و す × Women 0 26 Ŧ (1) S 5 0 0 0 Col. 3 00 0 σ TRANSPORT LTD. All Employees Tous les salariés Men 338 199 33 E + Col. 2 35 56 (1 d -0 0 National (Canada) National (Canada) Total Number Nombre total 3 36 5 57 大学 38 7 Col. 1 σ 2 9 0 σ BYERS TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$70,000 and over \$50,000 - \$69,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 SALARY RANGES ECHELLES DE REMUNERATION \$20,000 - \$22,499 \$27,500 - \$29,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$22,500 - \$24,999 \$25,000 - \$27,499 \$10,000 - \$14,999 Under Moins de \$10,000 Name of Business: Nom de l'entreprise. Location-Endroit

LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL *

2 Part 8

Name of Business:					i committee	ENWANENISA	TO STAND STEMMEN SALEMPS PAKILET	. 7:			Formulaire	e 3 Partie B
Nom de l'entreprise:	BYERS	TRANSPORT LTD.	T LTD.				Industrial Sector: Branche d'activité:		1			
Location-Endroit									FULK IKA	LAUCK IKANSPORT INDUSTRIES	SUSTRIES	
	Natio Natio	National (Canada) National (Canada)	X	Province / Territory (specify) Province / territoire (preciser)	ory (specify) vire (preciser)	Агвектя	Ø		Repor	Reporting Period: 1	1989	
SALARY RANGES		All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities	es	Memb	Members of Visible Minorities	orities
ÉCHELLES DE RÉMUNÉRATION	Total Number Nombre total	ber Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number	Men		Membr Total Number	res des minorités Men	visibles
	Col 1	Col 2	Col 3	6 100	2 773		wombre total	ноттеѕ	Femmes	Nombre total	Hommes	Femmes
Under Moins de \$2,500	0	0	0		5 00	9 [0]	Col 7	(ol 8	Col 9	Col 10	Col 11	Col 12
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\$5,000 - \$7,499	36	-	18									
\$7,500 - \$9,999	30	=	61				(
\$10,000 - \$12,499	38	93	15	-			1	75	0	-	a	-
\$12,500 - \$14,999	33	33	6		-	0	-	-	0	e	œ .	-
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	9	7	8									
\$20,000 - \$24,999	9	5	-									
\$25,000 - \$29,999	C	্ত	0									
\$30,000 - \$39,999	-	-	0									
\$40,000 - \$49,999	0	0	. 0									
\$50,000 and over	0	0	0									-
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	151	88	69	O								
EMP 3849 (9-96)	. Use separa	Use separate Parts for permanent full-time and removarie or of the separate parts for permanent full-time and removaries or of the separate parts for permanent full-time and removaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for permanent full-time and temporaries or of the separate parts for the separate parts f	t full-time and to	moorary omologic	5	0	2	5	0	S	E	Ø

Use separate Parts for permanent full-time and temporary employees
 Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*

4 Part A Form Formulaire

TRUCK TRANSPORT INDUSTRIES

Reporting Period: Periode de rapport: Industrial Sector: Branche d'activite

ALBERTA

Province / Territory (specify)
Province / territoire (préciser)

X

National (Canada)

Location-Endroit

TRANSPORT LTD.

BYERS

NOTE. See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise

Abornginal Peoples Autochtones

Men Hommes Total Number Nombre total

> Women Gol 6

> Men Col 5

> Total Number Nombre total Col 4

> Women Col. 3

Total Number Nombre total

Occupational Groups Catégories professionnelles

Col. 1

All Employees Tous les salarres Men Hommes Col. 2 0 0 0 0

0 0

semi-professionals and technicians Semi-professionnels et techniciens

Professionals Professionnels

0 0

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0

Middle or other managers Cadres intermediaires et autres cadres

Upper-level managers Cadres supérieurs

0

Persons with Disabilities Personnes handicapees

Women

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Members of Visible Minorities Membres des minorites visibles Total Number Nombre total

Women Col. 12

Men Col. 13

Col 8

Col. 7

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

1 MP 3870 (9-86)

Autres travailleurs manuels

Other manual workers

0 0

0 (1)

0 0 あ 19

Employés du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises

Service workers

Travailleurs qualifiés et artisans

Sales workers Employés du secteur de la vente

Employés de bureau

Clerical workers

Foremen/women

Contremaitres Supervisors

0

0

-

Col 10

Emploi et Immigration Canada Employment and Immigration Canada

4 Part B Form

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector. Branche d'activité

IRUCK TRANSPORT INDUSTRIES 1989 Reporting Period. Période de rapport

TRANSPORT LTD.

BYERS

NOTE: See instructions NOTA: Voir instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Lucation-Endrort	National (Canada) National (Canada)		Province	Province / Territory (specify) Province / territoire (préciser)		ALDERTH			Reporting Period. Periode de rapport	1989 nod		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	es	Pers	Persons with Disabilities Personnes handicapées	es es	Memb	Members of Visible Minorities Membres des minorites visibles	orities visibles
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col 3	Col 4	Col. 5	Col 6	Col 7	Col 8	Cot 9	Col 10	Col. 11	. Col 12
Upper level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors												
Foremen/women Contremaitres												
Clerical workers Employés de bureau	34	8	33				-	-	a	-	-	0
Sales workers Employés du secteur de la vente												-
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	34	74	٥				-	-	٥			
Other manual workers Autres travailleurs manuels	29	ીવ	٥	-	-	0	-	-	0			

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires ē 56

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A Form Formulaire

Femmes Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus des salaries promus au cours de l'annee dowent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'intérieur de laquelle ils ont eté promus en dernier) 19 89 Hommes Col 11 Men TRUCK TRANSPORT INDUSTRIES Reporting Period: Periode de rapport: Total Number Nombre total Col. 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 ALBERTA Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 d 0 0 0 × All Employees Tous les salariés TRANSPORT LTD. Men Hommes Col. 2 0 _ Total Number Nombre total National (Canada) National (Canada) Col. 1 a BYERS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailkeurs qualifiés et artisans Sales workers Employés du secteur de la vente Service workers Employés du secteur des services Semi-skilled manual workers Travailleurs manuels spécialisés Upper-level managers Employés de bureau Name of Business: Nom de l'entreprise. Cadres superieurs Foremen/women Location-Endroit Clerical workers Professionals Professionnels Contremaitres Supervisors

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10 S

TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS

Autres travailleurs manuels

Other manual workers

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

IMP 3869 (9 86)

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 5 Partie 8

		The second secon		-							- Common and	Lauren -
Name of Business: Nom de l'entreprise: BYERS		TRANSPORT LTD.				Br	Industrial Sector: Branche d'activité:	TRUC	K TRANSPO	TRUCK TRANSPORT JUDUSTRIES	ES S	
Location-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)		ALBERTA		-		Reporting Period: Periode de rapport:	d: 19 89	
	Sala	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus dessalaries promus au cours de Tamée doivent être inscrits seulement dans la categorie professionnelle a laquelle ou al miteireur de Jamelle ils ont eté promus en derner)	omoted (Employ	rees promoted duri	ng the year are to	o be reported only seulement dans	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) from sites salaries promus a ucous defained dolivent efter inscrits seulement dans la categorie professionnelle a laquelle ou a finiteireur de laquelle is ont été promus des salaries promus au cous de l'armée doivent étre inscrits seulement dans la categorie professionnelle a laquelle ou a finiteireur de laquelle is ont été promus des salaries promus de la categorie professionnelle a la categorie de la categor	groups to which	or within which	they have been las	it promoted)	rnier)
Occupational Groups Catégories professionnelles		All Employees Tous les salariés			Aboriginal Peoples Autochtones	sə	Pers	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities Membres des minorités visibles	orities
	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Col. 1	Col 2	Col 3	Col. 4	Col 5	Col 6	Col. 7	Sol 8	6 100	01 10	Col 11	Col 13
Upper-level managers Cadres supérieurs											5	2 5
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaitres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleuts qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	0	0	0									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0									

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

1 MF 3883 (9-86)



Form formulaire 6 Part A

TRUCK TRANSPORT INDUSTRIES

1939

Reporting Period: Période de rapport:

ALBERTA

Province / Territory (specify) Province / territoire (préciser)

×

National (Canada) National (Canada)

NOTE. See instructions NOTA. Voir instructions

BYERS TRANSPORT LTD.

Name of Business: Nom de l'entreprise Location-Endroit

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector: Branche d'activité.

		All Employees		,	Aboriginal Peoples Autochtones	s	Pers	Persons with Disabilities Personnes handicapées	es	Membr	Membres des minorités visibles	isibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col.3	Col 4	Col 5	Col 6	Col 7	Col 8	6.lo)	Col 10	Col. 11	Col 12
Hipper-level managers Cadres supérieurs	ে	ে	0									
Middle or other managers Cadres intermediaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
furemen/women Contremaitres	æ	বে	0									
(Terical workers Employés de bureau	土	d	El									
Sales workers £mployės du secteur de la vente	1	-	0									
Service workers Employes du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifies et artisans	S	u	0				-	-	0	-	-	0
Semi-skilled manual workers Travailleurs manuels specialisés	36	36	٥	8	ر	0	-	-	0			
Other manual workers Autres travailleurs manuels	19	19	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE FOTAL DE CESSATIONS DE FONCTIONS	ЪЬ	19	2	C	Ø	0	æ	R	0	-	-	0
	0		or hor own to	soovolamo usesoomos bar omis suco	30							

1 MP 3872 (9.86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector: Branche d'activité.

TRANSPORT LTD.

BYERS

NOTE: See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise.

Form formulaire 6 Partie 8

Women Femmes Col 12 0 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 IRUCK TRANSPORT INDUSTRIES Total Number Nombre total 19 89 Col 10 Reporting Period: Période de rapport: Women Col 9 0 0 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col. 7 ALBERTA Women Col. 6 ٥ 0 Aboriginal Peoples Autochtones Men Col. 5 Ø a Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col. 4 a Ø Women Col. 3 0 0 0 0 0 0 0 5 0 0 0 0 19 X All Employees Tous les salaries Men Col. 2 0 0 0 5 ナ 0 33 0 0 0 0 0 Total Number Nombre total National (Canada) Col. 1 30 0 0 0 0 I Ξ Ð 0 0 0 ū 0 Middle or other managers Cadres intermédiaires et autres cadres Occupational Groups Catégories professionnelles 10TAL NUMBER OF EMPLOYEES TERMINATED WOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers f mployés du secteur de la vente Travailleurs manuels spécialisés I ravailleurs qualifiés et artisans Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres supérieurs Clencal workers Employés de bureau Foremenwomen 1 ocation-Endroit Service workers Professionnels Contremaitres Sales workers Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires *

1 MP 3889 (9.86)

Canadä

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

2 Part A. Page 1

Form Formulaire

Women 1989 Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport Men Col 12 EDMONTON Total Number Nombre total Col 11 TRUCK TRANSPORT INDUSTRIES Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 Total Number Nombre total Col 8 × Women Col 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (preciser) Women Col 4 0 0 0 0 0 0 0 0 0:0 0 0 0 0:0 All Employees Tous les salaries Men NNO 0 0 Col 3 (1) 0 0 (8 0: 0 Total Number Nombre total COI 2 en commo a co - 0 0 - 0 đ TRANSPORT National (Canada) Quarter. Quart 4 m of salary range Maximum et minimum de l'échelle de 39.50o 34.999 29.500-35,000 39,999 34,999 35,000. 70,000 40.000 44.999 99.999 29.499 39.999 34.999 95,000 35.000. 30,000 OVER Col 1 BYERS Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and technicians Semi-professionnels et Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Location-Endroit Foremen/women Confremaitres autres cadres Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés. temporaires .

I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Form Formulaire 2 Part A, Page 2

NOTE: See instructions NOTA: Voir instructions

Occupational Groups	Top and bottom of salary range Maximum et	:		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones	5	Perso	Persons with Disabilities Personnes handicapées	ities ées	Membe	Members of Visible Minorities Membres des minorités visibles	vorities
Categories professionnelles		Quarte	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Col 3	Col 4	Col S	Col 6	Col 7	Col. 8	6 103	Col 10	Col 11	(1)	20.00
Clerical workers	39.500.	4 W	7	ره ر	27								21 00	5
Employes de bureau	12.500 14.999	~ -	Ξ:	0 (± ;	٥	0	0	(*	O	૮	0	0	o
Salecanorkers	30.000	4	-	-	0									
Employes du secteur de la vente	37.500.	e 2	- 0	- 0	a a									
	24.999	-	R	3	0									
Service workers Employes du secteur des		4 m ~												
		-												
Skilled crafts and trades workers	35,000-	4 6	13	13	0	0	0	o	1	-	٥	0	0	0
revailleurs qualifies et artisans	29.999	~ -	00	œ	c	-	-	(
Semi-skilled manual workers	35.000.	4 0	83	83	0	ď	6	0	- (1	d	0	- d	- _{(d}	00
Travailleurs manuels spécialisés	95,000.	2 -	e +e	rt d	0 (0 (0 (0,	- (- (0	0	0	0
Other manual workers	30,000-	4	34	94	0				8 -	1 -	0 0	0	0	0
Autres travailleurs manuels	17.500-	m: ~	=	11	0		:							
	19.999	-	1	-	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	IF EMPLOYEES DE SALARIÉS		951	Sos	돲	8	n	0	01	00	C	-	r	
f MP 3871 (9:46) P 2		:	I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve	est salary quarte	er, 4 refers to the moins eleve,	he highest salary 4 represente less	quarter/ salaires du quart	le plus eleve						1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector: Branche d'activité.

Form Part B, Page 1 1989

Reporting Period: Période de rapport

TRUCK TRANSPART INDUSTRIES

EDMONTON

Designated CMA (specify) RMR designée (préciser)

Ø

Persons with Disabilities Personnes handicapees

Women

Total Number Nombre total Col 8

Women Col 7

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de remuneration

Occupational Groups Categories professionnelles

Col 2

Col 1

Upper- level managers Cadres superieurs

Aboriginal Peoples Autochtones Men Hommes Gol 6

All Employees Tous les salariés Men Col 3

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

Location-Endroit

TRANSPORT LTD

Name of Business:
Nom del'entreprise: BYERS

NOTE: See instructions NOTA: Voir instructions

Men

6 100

Cot 10

Total Number Nombre total

Women Col 13

Men Hommes Col 12

Members of Visible Minorities Membres des minorites visibles

Col 11

4 m

Semi-professionals and technicians Semi-professionnels et

techniciens

Professionnels

Middle or other managers Cadres intermédiaires et

autres cadres Professionals

* . * Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ * . * Trepresente les salaires du quart le plus eleve

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Foremen/women Contremaitres

Supervisors

Mr 1886 (9 86) V

Canada

NOTE: See instructions

			-	-	The same of the sa	j						DIRECTION OF		000000
Occupational Groups	Top and bottom of salary range Maximum et	*		All Employees Tous les salaries		4	Aboriginal Peoples Autochtones	8	Perso Perso	Persons with Disabilities Personnes handicapées	ities ées	Membre	Visible	norities
Categories professionnelles	minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Col. 3	Col 4	Col 5	Col 6	Col 7	R lo	Col a	01 10	0-1-0		
Clerical workers	- 000°C	4 ~	- 0	0 0	1							5	71 107	Col 13
¢mployes de bureau	7.50o-	7	হ ছে	ଟ ମ	o						0			
	9,999	-	8	0	30							7 -	- (
Sales workers		4 ~												-
Employés du secteur de la vente		7												
		-												
Service workers Employés du secteur des		M W												
services		7 -												
Skilled crafts and trades workers		4 W												
Travailleurs qualifies et artisans		7 -												
Semi-skilled manual workers	25,000 -	4 %	- 0	- 0	a 0							1		
specialisės	10,000.	7 -			0.0									
Other manual workers	19.500	4 W	19	12	0 (-	-	0	-	-	a	-	-	0
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CFCN COMMUNICATIONS
LIMITED

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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

		FULL LEGAL NAM	E		: COMMON OR BUSI	NESS NAME			
0	NAME OF EMPLOYER	: : CFON COMMUNICA	TIONS LIMITED		: CECN COMMUNICA	TIONS LIMITE	D		
N :			NCTPAL PLACE OF	BUSINESS	: MAILING ADDRES	33			
I		: : 80 PATINA RISE : CALGARY, ALBER			P.O. BOX 7060, CALGARY, ALBER				
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business:	008047 CFCN C	UMMO	INICATIO	NS In	dustrial	Sector:	481 T	ELECOMMUN	VICATION	BROADCA	Reportin	ng Period	1: 19	39
Location: X	National (Can	ada)	Pr	ovince/	Territor	у				Designa	ted CMA			
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

!Name of Sustress:	008047 CFCN (OHH	UNICATIO	ONS (Ir	ndustrial	Sector:	481	TELECOMMU	NICATION	BROADCA	!Reporti	ng Perio	d: 19	89
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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part B ! Name of Business: 008047 CFCN COMMUNICATIONS LIMIT ! Industrial Sector: 481 TELECOMMUNICATION BROADCASTING: X National (Canada) Province/Territory (specify) Persons with Aboriginal Peoples Disabilities SALARY : Total : Men : Women 1 Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 : 0 1 0 : 0.1 0 : 0.1 0 ! 0 1 0.1 0.5 0.1 \$7,500-\$9,999 6 : 1: 0 : 0 : 0 1 0 1 0.1 \$10,000-\$12,499 0.1 1 \$12,500-\$14,999 1 0 : \$15,000-\$17,499 ; \$ \$17,500-\$19,999 : \$20,000-\$24,999 : : \$25,000-\$29,999 : 0 : : \$40,000-\$49,999 : 0 ! 0.1 > \$50,000 ! TOTAL NUMBER OF ! 16 1 11 1 0 : 0 : 0.1 0 !

: EMPLOYEES

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PERMANENT PART-TIME EMPLOYEES HIRED Form 4 Part 9

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PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 Part A

Name of Business:	008047	OFC	N COM	MUNICAT.	ION	S				-	Industria	1 Sec	tor:	: 481 T	ELECOMMU	NI	CATION B	ROAD!	CASTING
Location:	X Nat	iona	1 (Car	nada)	Pr	ovince/Te	errit	ory (specify)					Reporti	ng	Period:	1985	3
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PERMANENT PART-TIME EMPLOYEES PROMOTED : Industrial Sector: 481 TELECOMMUNICATION BROADCASTING: X National (Canada) Province/Territory (specify) : Location: : Reporting Period: 1989 : Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with OCCUPATIONAL All Employees ! Aboriginal Peoples Disabilities ! Visible Minorities GROUPS : Total ' : ! Total : ! | | Total | : ! Total : : Number : Men : Women : Number : Men : Women : Number : Men : Women : Number : Men : Col. ! : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 3 : Col. 9 : Col. 10: Col. 11: Col. 12 · :Upper-level 0 1 0 1 0.1 Middle or other aanagers Professionals (Semi-professionals) land technicians : 0 ! Sales workers 0 : 0.1 0 : (Skilled crafts and) (Semi-skilled imanual workers TOTAL NUMBER OF

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TOTAL NUMBER OF EMPLOYEES TERMINATED	; 70 ;	1 4	4	29	==	()	H	0	:		II	2		0	:	2 :		1		1	====== ;; }	0

PERMANENT PARTITIME EMPLOYEES TERMINATED Form 6 Part 8

Name of Business:	008047	CECH COM	MUNICA	TION	S					-	Industri.	<u> </u>	Sector:	481	TE	LECOM	180	CATION B	P.O.A	DCASTIN
Location:	X Nati	onal (Ca	nada)	٩r	ovince/	Ter	ritory	(specify)						1	Report	ing	Pariod:	19	89
GCCUPATIONAL :	A11	Eaployee	5	:	Abori	gin	al Peo	pl	es	:			ons with		;	Visi		bers of Minorit	ies	
	Total Number		 Wome		Total Number		Hen		Women		Total Number		Men	Women		Total Number		Men	: 1	lowen
	Col. 1	Cal. 2	1 Cal.	3 1	Col. 4	:	Cal. S		Col. 6		Col. 7	:	Col. 8	Col.	9 :	Col.	101	Col. 11	1 (001. 12 =======
lpper-level lanagers	0		!	0 ;		1		;	()		0		0		0 1		0	0		0
fiddle or other managers	0		!	0 1		1	0	:		11 41	0	!	0	1	0		0 1		1	0
Professionals)		:	0		:	0	;				:	0	1	0) ; ;	0		:	0
Gemi-professionals and technicians	12	1 7	1	5	() ;	0) ;					0	!	0	: !	¢		;	0
Supervisors	0	; 0	1	0	; (1	() ;				**		;	0	:	0	0 	;	1)
Foremen/Women	1 0	. 0	:	0) ;	()						!	0	:	0		1	0
Clerical workers	; 5	1	!	4	 	0 ;	()			0			!	0	1	1	1	;	0
Sales workers	1 0	; 0	!	0	:	0 ;		0				;		1	0	1	0	1 0	:	0
Service workers	; 0	: 0	:	0	!	0 ;		0	1 0		0	1	0	1	9	! !	0	1 0	:	9
Skilled crafts and trades workers	; 0	; 0	;	0	!	0 1		?	: 0		1 0	1		1	0	1	0	; 0	1	Ģ.
Semi-skilled manual workers	; 0	; 0	1	0	1	0 1		0	; 0		1 0		: 0	1	0	!	9		:	ģ
Other manual	! 0	1 0	1	ý	1	0		Ó.	: 0)	1 0		()		9	:	?	; (:	
TOTAL NUMBER OF EMPLOYEES TERMINATED	1 17	::::::::::::::::::::::::::::::::::::::	:===== } ; :	9	:	0		0	: 0 : 0)	; ()	; ; ;	1	0	:	l	1	:	()

Employment and lamigration Canada OCCUPATIONAL SEQUES: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

ocation:	National (Canada) Province/Territory X Designated CMA 01 CALGARY														
OCCUPATIONAL		101		Employe	es	: Abori	ginal P	eoples		ersons vi isabiliti		Members of Visible Minorities			
GROUPS,	: bottom of !salary range !	IR!	Total : Number:	Men	Women	Total Number	Men	Woeen		Hen -	Women :		Men		
						Col 5									
Upper-level wanagers	1 70000 1 <u>and over</u> 1 60000 1 64939	141	3 !		!	:		† † † † † † † † † † † † † † † † † † †							
Middle or other managers	: 70000 : <u>and over</u> : 25000 : 27499	131	1 : 5 : 17 :		!	1		 							
Professionals	 	141 131 121 111			:	1		1							
Semi-professionals and technicians	15000 17499	121	3 109	1	1 1			======================================	(======= ; ; ; ; ; ; ; ; ; ; ; ;			1	1		
Supervisors	60000 64999 22500 24999	131 131 121 111	1 '		! ! ! ! !	!		† † † † † † † † † † † † † † † † † † †	======= 						
Foregen (vogen	; #5000 ; #9999 ; 35000 ; 39999	141			:	1		1	1						

ame of Business: (008047 CFCN CO	HIIO	ALCHIIO	1	10341	10.1					1	Raporting				
ocation: 1	National (Cana	ada)	01 CALGAS	17												
OCCUPATIONAL	: ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	: : : Q :	All	Employe	25		; ; Abori	iginal P	eoples		ersons wi isabiliti			! Members of ! Pisible Minorities		
	! bottom of ! !salary range!	U - A B!	Total	! ! Man	!	men !	Total	l Hen	Women	: Total :	1 Men !	! Women	Total Number	Men !	. Women	
	!!	-!T!-				!	!		1 Col 7	Col 8	1 Col 9	Col 10	-{ ;-); Col 11;	Col 121	 Col	
Clerical workers	34999 1 15000	141 131 121 111	4 1 13 1	1 1	1	3 1 3 1 12 1				1	1	1				
Sales workers	and over 12500	141	3	1 2		3	1	1	1	1 1		† 				
Service workers		141 141 131 121 111			1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1		1 1 1 1 1 1	<u> </u>	
Skilled crafts and trades workers	44999 22500 24999	141 131 121 111	3 9 3 3	1 3 1 9 1 3	1 1			1	1	_!	1 2	1				
Semi-skilled manual workers	15000 17499 0	:= = 4 <u>1</u> 3 <u>1</u> 2 <u>1</u> 1 1	1	1 1	1			1	1		1	1		!		
Other manual workers		141	1	1				1	1	1	1	<u> </u>	1		1	

Employment and Lamigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part R Page L

**Mame of Business: 008047 CFCM COMMUNICATIONS | Undustrial Sector: 481 TELECOMMUNICATION BROADCA! Reporting Period: 1383 National (Canada) Province/Territory X Designated CMA 01 CALGARY Persons with ! : Aboriginal Peoples : Disabilities ! Top and :0: All Employees GROUPS : (2) Number: Men : Women : Number: Men : Women : Number: Men : Number: Men : Women : ! Upper-level managers ! Middle or other : managers 111 : 141 Professionals 30000 (4) Semi-professionals : 34999 : Foremen/women

me of Business:	00 8047 CFCN C C	ienu	MILATIU	: cn	iustriai	getvor:	401 10	.czcomiur	11001100			. 611001	1989		
ecation:	National (Cana	ida)	۴۲	Designal	ated CMA 01 CALGARY										
OCCUPATIONAL GROUPS	: Top and			Employe	25	: : Abori	ginal P	eoples		rsons vi sabilit:		Members of Visible Minorities			
	bottom of salary range 	A:	Total !	Man	Mosen S	Total Number	Men	Women :	: Total :	Men	: Women	Total Number	Men	Women	
	Col 1		Col 2 1	Col 3	1 Col 4	1 Col 5 1	Col 6	1 Col 7	Col 3	001 9	1 Col 10	Col 11	Col 12	1 Col 1	
Clerical workers	17499 5000	131	1 1		1 2 1 2 1 1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			† † † † † † † † † † † † † † † † † † †	1			
Sales workers	1	141 131 121 111			1	1	!	1		1	1	1	1	1 2 2 2 1 1	
Service workers	1	141 131 121 111			1	1	1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1	1	
Skilled crafts and trades workers	 	141 131 121 111		1	1	1	1			1	1	1	1	1	
Semi-skilled manual workers	2500 4392 0	131	1_		1	1	!	1	1				1		
Other manual vorkers	! 	191					1	1	1	!	1	1	1	1	







8048 CA,1 M -E5 2

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CFCW LTD.

8048

Canadä^{*}

Minister of Supply and Services Canada 1990
Ministre des Approvisionnements et Services Canada 1990

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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

4												
1	I HAME OF SHOLDING	FULL LEGAL NAME		; common or Bus	INESS NAME							
; [NAME OF EMPLOYER	CFCW LTD. (CFCW BROADCAS	TING)	CFCW LTD. (C	FCW BROAD	CASTIN	G)					
i k		ADDRESS OF PRINCIPAL PLACE OF	BUSINESS	MAILING ADDRESS								
I	ADDRESS	4752 - 99 STREET ; EDMONTON, ALBERTA TEE SHS		4752 - 99 STREET EDMONTON, ALBERTA TEE SHS								
C	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICE	R OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY								
I		WHERER II. HULLE		HHRKEN N. HUL								
) () N	POSITION	PRESIDENT		PRESIDENT	E		7 - 7879					
	::::::::::::::::::::::::::::::::::::::	INDUSTRIAL SECTOR 1 -	NO. OF EMPLOYEES		DESIGNATED		PROVINCES/					
-	1	; TELECOMMUNICATION BROADCASTING	106		: CALGARY :	0 !	ONT.	· 0				
R	INDUSTRIAL	INDUSTRIAL SECTOR 2	•	GEOGRAPHICAL			QUE.	0				
; E	1	1	EMPLOYEES	AREAS	EDMONTON ;	52 ;	N.S	. 0				
1 0	1			I HKCHO	HALIFAX	0 ;	N.B.	0				
R	SECTOR(S)	INDUSTRIAL SECTOR 3	1 NO. OF	(INDICATE			MAN.	0				
1			! EMPLOYEES	NUMBER OF EMPLOYEES	MONTREAL	0 ;	B.C.	22				
! s			i v	LOCATED IN	REGINA	0	P.E.I.	0				
U	1	INDUSTRIAL SECTOR 4	; NO. OF	EACH AREA)			SASK.	0				
H	t. 1		EMPLOYEES		; TORONTO ;	0 ;	ALTA.	84				
! A	 	1	, ,	!	. VANCOUVER	0	NFLD	0				
R		1 1					YKN	0				
Y	EMPLOYMENT	NUMBER OF NUMBER OF PERMANENT PERMANENT	NUMBER OF TEMPORARY	† †	WINNIPEG	0	N.W.T.	0				
	STATUS CATEGORIES	FULL-TIME PART-TIME EMPLOYEES EMPLOYEES	EMPLOYEES	i t 1	TOTAL EMPLO	YEES IN C	ANADA	106				
!	t caredonies	95 3	4	1	t total circo	7220 111 0						
	1	1										
! E	1	I, (Name) WARREN HOLT	re	, HEREBY CE	RTIFY ON SEHA	LF OF						
! R	4 1	(Name of Employer)CFCW_I	BROADCASTI	NG	, THI	AT THE						
1 !	CERTIFICATION	; INFORMATION CONTAINED IN FORMS ; EVERY RESPECT, TO THE BEST OF M			E AND ACCURATI	E IN		CORPORATE				
Í	OF .	1 1										
1 0	1	1						SEAL				
A	ACCURACY	† †										
I	1 HUGURHOT	1	,									
1 0	1	DATE May 31/9	60		//	110	Hole					
; N		DATE / // SI		SIGNATURE _				<u></u>				

CHRK FM STEREO Kamloops, BC

May 31, 1990

Ms. Marnie Clarke
Director General
Employment Equity Branch
140 Promenade du Portage
Phase IV - 5th Floor
Ottawa/Hull
K1A 0J9

Dear Ms. Clarke:

Enclosed please find our 1989 Employment Equity Report as required by the Employment Equity Act (and computer disk).

We are pleased to advise that CFCW has taken the initiative to establish scholarship endowment funds at post-secondary institutions in Camrose, Kamloops and Edmonton where special consideration will be given to members of the designated groups. These scholarships are in the area of radio-television arts and entertainment.

Yours very truly,

CFCW BROADCASTING

Warren H. Holte

President

WHH/lb encl.

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

!Name of Business: 008048 CFCW LTD. !Industrial Sector: 481 TELECOMMUNICATION EROADCA!Reporting Period: 1989 Designated CMA !Location: X National (Canada) Province/Territory Persons with All Employees Disabilities OCCUPATIONAL Top and 19! Aboriginal Peoples Visible Minorities |salary range; A; Total ; ! Total ! ! Total ! ! Total ! GROUPS 'R' Number' Men ! Women ! Number! Men ! Women ! Number! Men ! Women ! Number! Men ! Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | and over 13! Upper-level managers 0 0 :1: 70000 |41 2 ! and over 131 Middle or other 27500 |2! 29999 3 ! Professionals !1! 45000 |41 49999 8 : Semi-professionals and technicians 7500 111 11 ! 5 : 6 ; Supervisors !1! Foremen/women 11;

Name of Business:	008048 CFCW L	.TD.		i In	ndustrial	Sector:	481 T	ELECOMMUN	HICATION	BROADCA	Reporting	g Period	i: 198'	9
Location: X	(Mational (Can	nada	a) P	rovince/	Territor	у				Designat	ted CMA			
OCCUPATIONAL	Top and			. Employs	es.	Abor	iginal F	eoples			ith ies			
GROUPS	•	e A	Total Number		Women		Men	Women		Hen !		Total Number		Women
		-;T;		Col. 3	Col 4	Col 5		1 1	Col 8		Col 10	Col 11	Col 12	Col
Clerical workers	,	141			1 4 1		1	1	-			!	1	-
Clerical works.	12500	2	3 !	1	! 3 !	1								1
	70000	= = 41	3 1	1 3			1	1			!		1	1
Sales workers	,	121	1 4 1	1 4	!								-	-
		1 = = 4		! 5	1						1		,	1
Service workers	1	131	1 1	1								1		6
		1 - -												
Skilled crafts and trades workers	1	131	!!!	4					1 1					1
ridues workers		111							1					
Semi-skilled .	1	131	1 1						1					
manual workers		121				•								
Other manual		141			1									
workers		2 <u> </u> 1				1				. !				,
TOTAL NUMBER OF EMPL	LOYEES	1=17	95	65 }	29	1 1	1		;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	!	======;			

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business:	008048 CFCW L	TD.		¦In	dustrial	Sector:	481 T	ELECOMMUN	VICATION	BROADCA	Reporti	ng Period	l: 198	39
Location: X	National (Can	ada) Pr	ovince/	Territor	у				Designa	ted CMA			
OCCUPATIONAL	Top and						Aboriginal Peoples			ersons w		Members of Visible Minorities		
GROUPS	bottom of salary range	IA!	Total !	Hen	Women	Total Number	Hen		Total Number			Total Number		Women
 	Col 1	T	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	1	141			1			1			1			1
Middle or other managers	1	4 3 2 1			1			1 1 1			1			1
Professionals	1	4 3 2 1			1			1			1			1
Semi-professionals and technicians	17499 2500	4 4 1 3 1 1 1 1 1 1 1 1		1		1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1			t
Supervisors	1	141 131 121 111			1			1			1			1
Foremen/women	1	141			1	1		1			1			1

Name of Business:	008048 CFCW L	10.		;In	dustrial	Sector:	481	ELECUMAUI	41CHIIUN	PUNDON		y rei 10d	: 1989	
Location: X	National (Can	ada) Pr	ovince/	Territor	у				Designa	ted CMA			
OCCUPATIONAL	Top and				es	Abori	iginal P	eoples		rsons w			Members (
GROUPS		A R	Total Number		Women	Total Number	Men	Women	Total Number	Men		Total Number		Women
	Col 1	iT;	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col
Clerical workers		141			1	1		1						1
		11:			1			1						1
Sales workers		4: 3: 2: 1:			1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1
Service workers	1	= 4 3 2	! !		1			1						1
: : : : : : : : : : : : : : : : : : : :	1	1:			1	:	::::::::	1					:::::::::	; ::::::
Skilled crafts and trades workers		3! 2! 1!	1		1	1		1						† †
	1	41			1	,								::::::
Semi-skilled manual workers	!	21 1	1		t 1	1 1		1 1 1 1	1 1					1
Other manual		= 4 3		1	1	1		1						
workers	, 0	121			1 1 1	1 1		1	1					1
TOTAL NUMBER OF EMP	LOYEES	1-1	3 ;	2	1	;=======		!				1111111		!

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A ! Industrial Sector: 481 TELECOMMUNICATION EROADCASTING 008048 CFCW LTD. : Reporting Period: 1989 Location: X National (Canada) Province/Territory (specify) Members of Persons with | Visible Minorities All Employees : Aboriginal Peoples Disabilities SALARY Men ! Women ! Total ! Men ! Women ! Total ! Men ! Women ! Total ! Men ! Women RANGES Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12 0 ! 0 ! 0 ! 0 : 0 ; 0 ! 0 ! 0 1 < \$10,000 \$10,000-\$14,999 ! 8 ! 2 ! 6! 0 ! 0 : 0 : 0 ! 0 ! 7 1 2 ! 5 ! 0 ! 0 : 0 ! 0 ! 0 ! 0 ! \$15.000-\$17.499 0 ! 0 ! 6 ! 5 ! 1 ! 0 | 0 ; \$17.500-\$19.999 ! 0 ! 0 ; 0 ; 0 ; 0 ! 0 ! 9 ! 5 ! 4! 0 ! 0 ! \$20,000-\$22,499 0 ! 0 : 0 7 1 6 ! 0 ! 0 ! 0 ! 0 ! 0 1 0 ! \$22,500-\$24,999 13 ! 0 ! 0 ! 0 ! 0 ! 0 1! 0 ! 0 ! 2 ! \$25,000-\$27,499 8 ; 6 1 0 ! 0 ! 0 ! \$27,500-\$29,999 ; 9 ! 7 : 2 ! 0 ; 0 ; 0- 1 0 ! 0 ! 0 ; 0 ; 0 ! 9 ; 7 ; 2 ! 0 ! 0 ! 0 : \$30,000-\$34,999 ! \$35,000-\$39,999 ; 1 1 1 1 0: 0: 0: 0: 0 ! 0 | 0 | 0 | 0 | 0 ! 0 1 ! 0 1 0 1 \$40,000-\$49,999 12 | . 11 | 4 ! 0 ¦ 0 | 0 1 0 ; 0 : 0 ; \$50,000-\$69,999 4 ! 0 ! 0 ! 0 ! 0 ! 0 : 0 0 ! 0 ! 0 ! 0 : 0 ! \$70,000 > 8 ! 8 !

TOTAL NUMBER OF ! EMPLOYEES

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES FORM 3 Part B Name of Business: 008048 CFCW LTD. ! Industrial Sector: 481 TELECOMMUNICATION BROADCASTING! Location: X National (Canada) Province/Territory (specify) ! Reporting Period: 1989 Persons with Members of Aboriginal Peoples Disabilities Visible Minorities All Employees SALARY RANGES ! Total ! Men ! Women ! Total ! Men ! Women ! Total ! Men ! Women ; Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12 0 ; 0; 0; 0 ; 0 ; < \$2,500 0 ; 0 ; \$2,500-\$4,999 1; 1; 0; 0; 0 ; 0 ; 0; 0; 0 ! 0 ! 0 ! 0 ; 0 ! 0 ! \$5,000-\$7,499 0 ; 0 ; 0 : 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! \$7.500-\$9.999 0 ! 0 ! 0 ! 0; 0; 0; 0; 0; 0 ! 0 ! \$10,000-\$12,499 1 | 1 | 0 ; 0 ; 0 ; 0 : 0; 0; 0 ! 0 ! 0 ! \$12,500-\$14,999 0 ; 0 ; 0 ; 0 ! 0 ! 0 ! 0 ; 0 ; 0 ; 0 ; 0 ; 0 \$15,000-\$17,499 ! 1 ; 0 ; 1 ! 0 ; 0 ; 0 ! 0 ! 0 ; 0 ! 0 ! 0 ! \$17,500-\$19,999 0 ! 0 : 0 ; 0 ! 0 ; 0 ; 0 : 0 : \$20,000-\$24,999 0 ; 0 ; 0 ! 0 ; 0 ; 0 ; 0 ! 0 ; 0 ! 0 ! 0 ! 0 \$25,000-\$29,999 ! 0 ; 0 ! 0 ; 0; 0; 0; 0 : 0 ; 0 ; 0 : 0 ! \$30,000-\$39,999 0 : 0 ! 0 ; 0 ! 0 ; 0 ! 0 ! 0; 0; \$40,000-\$49,999 ; 0 ; 0; 0; 0; 0; 0; 0; 0; 0; 0 ! 0 ! > \$50,000 ; 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! 0 ; 0 : 0 : TOTAL NUMBER OF ! 3 ! 2 : 1 : 0 ! 0; 0; EMPLOYEES

				PERMANEN	FULL-TI	HE EMPLOY	EES HIRED		Fo	rm 4	Part A	
Name of Business:	008048	CFCW LTD				t I	Industri	al Sector	: 481 T	ELECOMMUN!	ICATION 8	2
Location:	X Nat	ional (Ca	nada) Pr	rovince/Te	erritory	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	All	Employee	5	Aborig	inal Peop	les		sons with abilities			mbers of e Minorit	ies
GROUPS	Total Number	Hen		Total Number	Men	ř .	Total Number			Total Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	, o	ō	Ö	0	0	0	0	0
Middle or other managers	¦ 1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	20	11	9	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0		0	0	0	0	0	0	0	0
Clerical workers	10	2	8	0	0	0	0	0	0	0	0	. 0
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	G	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	; 0	0	0	0	0	0	0	0	0	9	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	, 0	. 0
TOTAL NUMBER OF EMPLOYEES HIRED	33	¦ 16	17	0	0	, 0	0	0	0	, 0	0	; O

						•						
				PERMANENT	PART-TIN	1E EMPLOY	EES HIRED		Fo	rm 4 	Part 8	
Name of Business:	008048	CFCW LTD.				!	Industri	al Sector:	481 T	ELECOMMUNI	CATION B	₹
Location:	X Nat	ional (Car	nada) Pr	rovince/Te	erritory ((specify)			1	Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborig	inal Peopl	les		sons with		,	bers of Minorit	ies
GROUPS	Total Number		Women	Total Number			Total Number		Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	; Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	0	; O	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	; ;
Professionals	0	0	0	0	0	0	0	0	0	0	0	t : :
Semi-professionals and technicians	5	2	3]	0	0	0	0	0	0	0	0	t t t
Supervisors	0	0	0	0	0	0	0	0	0	0	0	t t
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	! ! !
Sales workers	0	. 0	0	0	0	0	0	0	0	0	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	1 1 1
Skilled crafts and trades workers	0	0	0	0	0	0	; 0 ;,	; 0	0	0	; 0	1
Semi-skilled manual workers	0	, 0	0	0	0	0.	0	0	0	0	0	1 ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !
Other manual workers	0	; 0	, 0	; 0	; 0	; 0	0	0	0	0	0	!
TOTAL NUMBER OF EMPLOYEES HIRED	6	2	4	0	0	0	0	0	0	0)	

Part A PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 ! Industrial Sector: 481 TELECOMMUNICATION BROADCASTING Name of Business: 008048 CFCW LTD. Reporting Period: 1989 X National (Canada) Province/Territory (specify) Location: Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Aboriginal Peoples Disabilities ! Visible Minorities All Employees DCCUPATIONAL Total ! ! ! Total ! ! Total ! ! Total ! GROUPS Number ; Men ; Number ; Men ; Women ; Number ; Men ; Women ; Number ; Men Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! Upper-level 0 ! 0 1 0 ! managers 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! Middle or other managers 1_____ 0 ! 0 0 1 0 ! 0 ! 0 ! 0 ! !Professionals 0 ! 0 ! |Semi-professionals | 0.1 ٥ 0 ! and technicians 0 ! 0 ! 0 ! Δ I 0 ! 0 ! 0 ! 0 ! 0 ! Supervisors 0 ! 0 ! 0 ! 0 ! 0 !-0 ! Foremen/women 0 ! 0 ! 0 ! ٥ 0 ! 0 ! Clerical workers 0 1 0 ! 0 ! 0 ! Sales workers 0 ! 0 : 0 : 0 : 0 ! 0 ! Skilled crafts and ; 0 ! 0 ! trades workers 0 ! 0 ! 0 ! Semi-skilled manual workers 0 : 0 ! 0 ! 0 ! Other manual workers 0 ! 0 ! TOTAL NUMBER OF EMPLOYEES PROMOTED ! TOTAL NUMBER OF

!PROMOTIONS

			PE	RMANENT F	ART-TIME	EMPLOYEES	PROMOTED		For	m 5	Part 8	
Name of Business:		CFCW LTD.				1	Industria	l Sector:	481 TE	LECOMMUNI	CATION 8F	OADCASTIN
Location:		ional (Car		ovince/Te	rritory (specify)			1	Reporting	Period:	1989
·	Employe	ees promot	ed (Emplo	yees prom nich or wi	oted duri	ng the year	ear are to ave been l	be report	ted only	in the oc	cupationa	ıl groups
OCCUPATIONAL	All	Employees		Aborigi	nal Peopl	les		ons with		,	bers of Minoriti	ies
GROUPS	Total Number	Men	Women	Total Number	Men		Total Number	Hen		Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0		0	0	0				0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	- 0	0	0	0
Clerical workers	; 0	0	0	0	0	0	; 0	, 0	0	0	0	0
Sales workers	0	0	0	; 0	0	0	0	0	0	0		. 0
Service workers	0	0	. 0	0	; 0	· 0-	0	0	0	0	0	0
Skilled crafts and trades workers	0	0		; 0 !	0	0	0	0	0	0	0	0
Semi-skilled manual workers	; 0 ;	0	0	0	0	0	0	0	; 0	0	0	0
Other manual workers	1 0	0	0	0	; 0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	, 0	0	, 0	; 0 ;	0	0	0	0	0	. 0	1 0
TOTAL NUMBER OF PROMOTIONS	0	. 0	0	0	0	0	0	0	0	0	0	0

PERMANENT FULL-TIME EMPLOYEES TERMINATED Form 6 Part A

Name of Business:	008048	CFCW LTD					Industri	al Sector	: 481 T	ELECOMMUN	ICATION 8F	ROADCASTIN
Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			1	Reportin	g Period:	1989
OCCUPATIONAL	All	Employee	5	¦ ¦ Aborig	inal Peop	les		sons with abilities			mbers of e Minoriti	.es
GROUPS	Total Number	Hen	Women	¦ Total ¦ Number		,	Total Number	Hen		Total Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	; Col. 5	Col. 6	; Col. 7	; Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	3	3	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	ō
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	18	8	10	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	; 0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	¦ 0	0	0	0	0	0 ;	0
Clerical workers	6	1	5	0	0	0	0	0	0	, 0	0	0
Sales workers	3	3	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0		0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0 ;	. 0
Semi-skilled manual workers	0	0	0	0	0	9	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	; 0	¦ 0	0	0	0 ;	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	32	17	15	0	0	0	0	0	0	0	0	0

			PE	RMANENT P	ART-TIME	EMPLOYEES	TERMINAT	ED	Fo	rm 6	Part 8	
Name of Business:	008048	CFCW LTD		*********		;	Industri	al Sector	: 481 T	ELECOMMUN:	CATION B	ROADCASTIN
Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			;	Reporting	Period:	1989
OCCUPATIONAL	All	Employee:	5	¦ ¦ Aborig	inal Peop	les	,	sons with abilities		1	mbers of Minorit	ies
GROUPS	Total Number	Hen	 Women	Total Number	1	1	; Total ; Number		Women	Total Number	Men	Women
 	Col. 1	Col. 2	Col. 3	; Col. 4	Col. 5	Col. 6	Col. 7	; Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	8	6	2	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	; 0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	. 0	0	0	. 0	0	0	0
Skilled crafts and trades workers	; 0	0	0	0	0	0	0	. 0	0	0	0	0
Semi-skilled manual workers	0	, 0	0	0	0	0	0	; O	0	0	0	0
Other manual workers	; 0 ;	0	0	0	0	0	0	0	0	0	0	ĵ
TOTAL NUMBER OF EMPLOYEES TERMINATED	9	6	3	0	0	. 0	0	0	0	0	0	





8049

CA1 M -E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

	NAME OF EMPLOYER	; FULL LEGAL NA	MB		COMMON OR BUS	INESS NAME			
, D	HARD OF BREDGISA		ISION LIMITED		CFAC TV (CHAN	NBLS 2 & 7)			
N		ADDRESS OF PR	INCIPAL PLACE OF	BUSINESS	MAILING ADDRE	SS		**********	*************
I F	ADDRESS	; 222 - 23 STRE ; CALGARY, ALBE			; 222 - 23 STRE ; CALGARY, ALBE				
C	OFFICERS	1	EXECUTIVE OFFIC	BR OF EMPLOYER			B FOR EM	PLOYMENT EQUI	[TY
; T ;		DAVE PENN			; GBORGE MAKOHO	NIUK 			
0	POSITION	POSITION TITL	E		POSITION TITL			A CODE TELE:	
		industrial sb		NO. OF BMPLOYERS	**************************************	DBSIGNATED		PROVINCES/	
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0 R	SECTOR(S)	INDUSTRIAL SE	CTOR 3	NO. OF	(INDICATE	BALIFAX ;	0	N.B.	0
T		1 1 1		EMPLOYEES	NUMBER OF	HONTREAL	0	B.C.	0
S					LOCATED IN	REGINA	0	P.8.I.	0
U ;		INDUSTRIAL SE	CTOR 4	NO. OF	BACH ARBA)	TORONTO	0	SASK.	178
H		! !		0	} !	VANCOUVER	0	MPFD	0
R		!			\$ \$	VANCOUVER ;	· · · · · · · ·	NPLD :	0
¥	EMPLOYMENT	NUMBER OF PERMANENT FULL-TIME	NUMBER OF PERMANENT PART-TIME	NUMBER OF TEMPORARY EMPLOYEES		WINNIPBG	0	N.W.T.	0
	CATEGORIES	BMPLOYEES	BMPLOYEES		1	TOTAL BMPLO	IPPC TH C	ANADA I	178
		154	24	1	1			(
C ;		I, (Name)	Dave Pe	enn	, HEREBY CER	RTIFY ON BEHAL	F OF		
R		INFORMATION CO	oyer) <u>Calgary</u> ONTAINED IN FORMS , TO THE BEST OF	1 TO 6 OF THIS	S REPORT IS TRUE			:	: CORPORATE :
P	OF	1							SEAL :
A T	ACCURACY)
0 ; N		DATE	ay 11/90		SIGNATURE	La	٠٩	to	

Employment and Lamigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Location: X	National (Can	ada) Pr	ovince/	Territor	7				Designa	ted CMA			
OCCUPATIONAL		Q;		Employe	es	Abori	iginal P	eoples	,	rsons w		,	embers o	
GROUPS	bottom of salary range	A	Total ;			Total Number			Total Number			Total ; Number;		Women
	Col 1	T	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
Upper-level managers	65000 69999	21	2 1	2 3				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;		
Middle or other managers	and over 40000 44999	3:	3 1	3	1			1				1 1		
Professionals	and over	1	1 1									1		
Semi-professionals and technicians	15000 17499	3:	1 : 2 : 45 : 18 ;	1	9				1			3 ;	1 ;	2
Supervisors	59999 40000	3:	1 1	1	1				1			1) 3 1 1 1 3	
Poremen/women	59999 25000	3:	1 ; 5 ; 9 ; 6 ;	9					1				; ;	

Location: X	National (Car	nada) P:	rovince/	Territor	J				Designa	ted CMA			
OCCUPATIONAL	Top and	191	All	Employe	es	i Abor	iginal P	eoples	Pe Di	ersons w	ith ies	; Visibl	dembers	of ities
GROUPS	bottom of salary range	:0;							Total			Total		!
	1		Number			Number	Men	Vomen				,		,
	Col 1	1 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Cal 9	Col 10	Col 11	Col 12	
	35000	141	3		; 3	1		1) }			
Clerical workers	39999	13:			8 3			1 1			! !	I		1
	22499	11;	1 ;		1	•		: :::::::::::::::::::::::::::::::::::::			1	1		1
Sales workers	45000	141			1			! !			1			1
pares morkers	40000	131						i i						
	; 44999 ========	1 =	; I	I		 =======		:======;	:::::::					; :::::::
Service workers		14:			1			! !						!
		121	1		i I	1 1		1 1	1					
		==	2 !	2	: ::::::::::::::::::::::::::::::::::::	; ;===================================		: ::::::::::::::::::::::::::::::::::::		======	: :=====;			:====:
Skilled crafts and	44999	131	6 1	6	; ;							1 :		
trades workers	34999	:2: :1:	13 1	4	2 ;	3						1 :	1	
***************************************		= : 4 :					======		:			:::::::::::::::::::::::::::::::::::::::	:::::::::::::::::::::::::::::::::::::::	
Semi-skilled manual workers		13:										1	1	
	1	11							!		1	1	i	
***************************************	à 2	11			,	1								
Other manual workers		131	1						1	1		1		
	1	11;	1			1			1	1	ì	1	!	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMAMENT PART-TIME EMPLOYEES Form 2 Part B Page 1

ocation: X	National (Can	ada) Pr	ovince/	?erritor;	J				Designa	ted CMA			
OCCUPATIONAL	Top and	: Q;	A11	Employe	es	Abori	ginal Pe	oples		ersons w		. Wisibl	embers o	
GROUPS		A;	Total Number	Men	Women	Total Number	Hen	Women	Total Number	Men		Total Number	Men	Women
	Col I	T;	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
Upper-level aanagers	1	: <u>4</u>			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1) 1 1 1 1			
Middle or other managers	1	13:) }		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1
Professionals	1	131			3 1 1 1 1 1 1 3	1			1	1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1
Semi-professionals and technicians	20000 22499 2500 4999	13	3 2		1 1 1 2			1	1	; ; ;	1			1
Supervisors	1 1 1 1 1 1 1 1	1 3 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1	1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 1 1 2 2 3	1	1		1 1 1 1 1 1
Foremen/women	! !	13		: : : : : : : : : : : : : : : : : : :	1		· · · · · · · · · · · · · · · · · · ·	: :		1	<u> </u>	1		1 1 1

Location: X	National (Can	ada) Pr	ovince/	Territor	7				Designa	ted CMA			
		1 1) 				ersons w			fembers	
OCCUPATIONAL	Top and bottom of				es 	Abor	iginal F	eoples	D1	sabilit	1es	Visib	e Minor	ities
GROUPS	salary range	A ;	Total ;			fotal			Total			Total :		
	1	; R ;						Women					Hen	Women
	Col 1	T		Col 3				 Col 7					Col 12	Col
	, , , , , ,	===		=======			:::::::	=======	::::::::		=======			=====
	20000	141			2	1					<u> </u>			
Clerical workers	,	131			! 2			1)			
		11:			1 3			1 1			1			
		=						:::::::						::::::
0.1	•	141		1	<u> </u>	1	<u></u>	-			1			
Sales workers		131			!	1		!			!			
	*	:1;	1 ;	1) †)		1			i	1		
								=======;						
Service workers		3:			1	1		<u> </u>			i			
Jetvice workers		121			1	1					!			
	1	11;	,		1	1		1 3			1	1		
		(=) (4)			1 3			, ,			!			
Skilled crafts and		131			1)		1			1	1		
trades workers	10000	121		1	1	1		1			1			
	,	11;	- 1	_	•	1					1			
	!	141	!		!	1		! !			1			
Semi-skilled	1	131	1		1	1		1			1	1		
manual workers	1	2:			1	1		1 1			1			
	1	11;			; :::::::			i i						
		41	!		1)		1			1			
Other manual		131			1	1		1 1			1			
workers)	:21						i						

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Part A

Form 3

! Industrial Sector: 481 TELECOMMUNICATION BROADCASTING; Name of Business: 008049 CALGARY TELEVISION LIMITE Reporting Period: 1989 X National (Canada) Province/Territory (specify) Location: Persons with Members of ! Visible Minorities Disabilities Aboriginal Peoples All Employees SALARY ; Total ; Men ; Women RANGES ; Col. 1; Col. 2; Col. 3; Col. 4; Col. 5; Col. 6; Col. 7; Col. 8; Col. 9; Col. 10; Col. 11; Col. 12 0 ! 0 ; 0 ; 0; 0; 0; 0; 0; : 0: 0: < \$10,000 \$10,000-\$14,999 ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0 1; 0; 1; \$15,000-\$17,499 0; 0; 0; 0; 0; 0 0 ; 0 ; 0 ! 0 ; 0 ; \$17.500-\$19.999 ! 0 ; 0 ! 0 ! 0 ; 0 ; \$20,000-\$22,499 ; 1 ; 0 ; 1 ; 0 ; 0 : 0 ; 0 ; 0 ; 0 ; 0; 0; 0; 0 ; 0 ; 0 ; 0 ; \$22,500-\$24,999 : 0 ; 1 ; 1 ; 0; 0; 0; 0; 0 ! 0 ! 0 ; 28 ; 11 ; 17 ; 0 ; 0 ; 0 ; 0; 0; 0; 2 : 0 : \$30,000-\$34,999 ; 9 ; 54 ! 45 ! 0 ; \$35,000-\$39,999 ; 0 ! 0 ! 0 ; 0 ; 0 ; 0 ! 0 ! 0 ; 7 ; \$40,000-\$49,999 ; 40 : 33 : 0 ; 0 1 0 : 0 ; 0 ; \$50,000-\$69,999 | 11 | 11 | 0 | 0 | 0 ! 0; 0; 0; 0; \$70,000 > ; 9; 9; 0; 0; 3 : TOTAL NUMBER OF ; 154 ; 116 ; 38 ; 0 ; 0 ! 0 ! 0 ! 0 ! 0 ; 6 ;

EMPLOYEES

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part B

Name of Business:	080	49 CALGARY	*.	ON LINITE	3		Indust	rial Sector	: 481	TELECONNUNI	CATION BRO)ADCASTING
Location:	*******	X National	(Canada)	Provinc	e/Territ	ory (speci	fy)			; Report	ing Period	1: 1989
SALARY	i Al	l Employee	s	; Aborig	inal Peo	ples		rsons with sabilities			ers of Minorities	
RANGES	Total	; ; Hen	 Women	; Total	¦ Hen	; Women	Total	; Men	Women	Total ;	Nen ;	lomen
	Col. I	; Col. 2	Col. 3	Col. 4	; Col. 5	; Col. 6	; Col. 7	; Col. 8	Col. 9	Col. 10;	Col. 11; (Col. 12
< \$2, 500	; 3	; 0	1 3	; 0	; 0	; 0	; 0	; 0 ;	0	; 0 ;	0 }	0
\$2,500-\$4,999	1	; 0	1	; 0	; 0	; 0	; 0	; 0;	0	0 ;	0 ¦	0
\$5,000-\$7,499	1	; 0	1	; 0	; 0	; 0	; 0	; 0 ;	0	0 ;	0 ;	0
\$7,500-\$9,999	; 5	; 0	; 5	; 0	; 0	; 0	; 0	0	0	0 ;	0 !	0
\$10,000-\$12,499	; 2	; 2	1 0	; 0	; 0	; 0	; 0	; 0;	0	0 }	0 ¦	0
\$12,500-\$14,999	4	; 1	3	; 0	; 0	; 0	; 0	; 0 ;	0	0 (0 ;	0
\$15,000-\$17;499	2	1	1	, 0	; 0	; 0	; 0	; 0;	0	0	0	0
\$17,500-\$19,399	; 0	; 0	0	, 0	; 0	; 0	0	0 1	0	0 ;	0 ;	0
\$20,000-\$24,999	4	; 0	4	; 0	; 0	; 0	; 0	; 0 ;	0	0 1	0	0
\$25,000-\$29,999	; 0	0	Û	, 0	; 0	; 0	; 0	; 0 ;	0	0 ;	0 ;	0
\$30,000-\$39,999	; 0	; 0	0	; 0	; 0	; 0	; 0	; 0;	0	0 ;	0 ;	0
\$40,000-\$49,999	1	1	0	; 0	; 0	; 0	; 0	; 0;	0	0 ;	0	0
> \$50,000	1	1 1	; 0	; 0	; 0	; 0	. 0	; 0;	0	0 }	0 ;	0
TOTAL NUMBER OF EMPLOYEES	; 24	; 6	; 18 ;	; 0	; 0	; 0	; 0	; 0 ;	()	0	0 :	0

PERMANENT FULL-TIME EMPLOYEES HIRED Form 4 Part A

Name of Business:	008049	CALGARY	TELEVISIO	N L			Industria	i Sector:	481 T	BLECOMMUN	CATION B	R
Location:	X Wat	ional (Ca	nada) P	rovince/T	erritory	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	All	Employee	s	: : Aborig	inal Peop	les	,	ons with bilities			bers of Minoriti	es
GROUPS	Total Number		 Women	Total Number		Women	Total Number	Hen :		Total Number		Women
	Col. 1	; Col. 2	Col. 3	Col. 4	Col. 5	; Col. 6	; Col. 7 ;	Cal. 8 ;	Col. 9	Gol. 10	Col. 11;	Col. 12
Upper-level managers	0	; 0	0	; 0	0	0	0 :	0 :	0	0	0	0
Hiddle or other	; ;	1	0	0	0	0	; 0;	0 ;	0	0	0 ;	0
Professionals	; 0	0	0	; 0	; 0	; 0	0;	0 ;	0	0	0 ;	0
Semi-professionals and technicians	10	7	3	0	0	0	0 ;	0 ;	0	2	1 ;	1
Supervisors	0	0	; 0	; 0	; 0	; 0	0 ;	0 ¦	0	0	0 ;	0
Foremen/women	5	5	0	; 0	0	0	0 ;	0 ;	0	0 ;	0 ;	0
Clerical workers	0	0	0	0	0	0	0 :	0 ;	0	. 0	0 ;	0
Sales workers	1	1	0	0	0	0	0 ;	0 ;	0 ;	0 ;	0 ;	0
Service workers	0	0	0	0	0	, 0	0 ;	0 ;	0 ;	0 }	0 ;	0
Skilled crafts and trades workers	1	0	1	0	0	0	0 ;	0 ;	0 ;	0 ;	0 ;	0
Semi-skilled Manual Workers	0	0		0	0	0	0 :	0 ;	0 ;	0 ;	0 ;	0
Other manual workers	0	1	0	0	0	0		0 ;	ŷ ;	0 ;	0 ;	0
TOTAL NUMBER OF EMPLOYEES HIRED	18			; 0	0			0 ;	0 ;	2 :	1 :	1

PERHANENT PART-TIME EMPLOYEE	SHIRED	Form 4	Part B
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Name of Business:	008049	CALGARY	TELEVISIO	N L		;	Industri	al Sector:	481 T	ELECOMMUNI	CATION 8	?
Location:	ι Nat	ional (Ca	nadaj P	rovince/T	erritory	(specify)			;	Reporting	Period:	1989
OCCUPATIONAL	All	Employee:	5	: Aborig	inal Peop		sons with abilities	: Members of Visible Minorities				
GROUPS	Total Number	¦ ¦ Hen		Total Number	4	; ; Women	; Total ; Number			Total Humber	Men	Women
(Col. 1	; Col. 2	Col. 3	Col. 4	Col. 5	; Col. 6	; Col. 7	; Col. 8 ;	Col. 9	; Col. 10;	Ccl. 11	Col. 12
Upper-level managers	0	(0	G	0)	0	. 0	0 ;	0	0 1	1)	Ü
Middle or other	0	0	0	0	0	0	0	0	0	0 ;	0	0
Professionals	; 0	0	0	0	0	0	0	0 ;	0	. 0 ;	0	0
Semi-professionals and technicians	11	3			0	0	0	0 ;	0	2 ;	I	1
Supervisors	0	0			0		0	0 ;	0	0 ;	0 ;	0
Foremen/women	3	3	0		0	0	0	0	0	0 !	0 ;	0
Clerical workers	3	0	3	0	0	0	0	0	0	0	0 ;	Û
Sales workers	1	1	0	0	0	0	0	0	0	0 ;	0 ;	0
Service workers	1	0	1	0	0	. 0	υ	0 ;	0	0 !	0 ;	Ű
Skilled crafts and trades workers	0	0	0	0	0	0	0	0 ;	0 ;	0 ;	0 ;	0
Semi-skilled manual workers	0	0	0	0	0	0 ;	0) ; ;	0 ;	0 ;	0 ;	0
Other manual workers	0	0	0 ;	0 ;	0	6	0 ;	0 ;	0 ;	0 ;	0 ;	0
TOTAL NUMBER OF EMPLOYEES HIRED	19	7	12	0	()	0 ;	0 ;	0 ;	0 ;	2	1 ;	1

		2114.55					fuduakai		. 401	PEI DOGHHIM	1219104 0	DOADCACATA
Name of Business:	008049	CALGARY 1	relevisio:	N 6			Industri	al Sector	: 481	LEPECOWHON	ICATION B	ROADCASTIN
Location:	X Nat	ional (Car				(specify)				Reportin	g Period:	1989
	Employ	ees promot	ted (Employed)	oyees pro hich or w	moted dur	ing the y	ear are to	o be repo	rted only	7 in the o	ccupation	al groups
OCCUPATIONAL	A.	ll Employe	es	; Abo	riginal P	eaples	1	ersons wi Disabilit			Hembers o	
GROUPS	Total Number	Hen		Total Number	 Men	Women	Total Number	Hen	Women	Total Number	Hen	; Women
										; Cal. 10		
Upper-level aanagers	G		0				0	0			0	0
Middle or other managers	0	; 0	0	; 0	0	,	1		0	0		1
Professionals	0	0		0	; 0	0	0	0	0	0	0	0
Semi-professionals and technicians	2	2		0	0	0	1 0	; 0	0	; 0 !	0	; 0
Supervisors	0	0	0	. 0	0	0	1 0	0	0	0	0	0
Foremen/women	1	i I	0	. 0	0	0	; 0	0	0	1 9	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	; 0	0	0
Sales workers	0	; 0		0	0	0		0	0	1	0	; 0
Service workers	0	0	0	; 0	0	0	0	0	0	1 0	0	0
Skilled crafts and trades workers	0	; 0		÷ 0	0	0	0	0	0	0	()	: 0
Semi-skilled manual workers	0	; 0	0	. 0	0	0	0	0	0	0	0	; 0
Other manual workers	0	0	; 0	; 0	. 0	; 0	0	, 0	0	1 0	0	1 1)
TOTAL NUMBER OF EMPLOYEES PROMOTED	; 3	3	0	; 0	. 0	0	0	; 0	0	; 0 ;	0	
TOTAL NUMBER OF PROMOTIONS	3		. 0	; 0	0	0	. 0)) 	()	()	0

Form 5

Part B

PERMANENT PART-TIME EMPLOYEES PROMOTED ! Industrial Sector: 481 TELECOMMUNICATION BROADCASTING Name of Business: 008049 CALGARY TELEVISION L X National (Canada) Province/Territory (specify) ! Reporting Period: 1989 Location: Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Members of Disabilities OCCUPATIONAL All Employees Aboriginal Peoples Visible Minorities GROUPS Number; Men ; Women ; Number; Men ; Women ; Number; Men ; Women ; Number; Men ; Women Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12 0 : 0 ! 0 ! 0 ! 0 1 0 ! 0 ! !Upper-level managers 0 ! 0 ! Middle or other 0 ! 0 ! 0 ! managers Professionals 0 1 0 ! 0 1 0 ! 0 ! 0 ! 0 ! 0 ! 0 1 |Semi-professionals | 0 ! 0 ! 0 ! and technicians 0 : 0 ! 0 ; 0 ! 0 ! 0 ! 0 ! 0 ! Supervisors 0 ! 0 : 0 ! 0 ! 0 ! 0 ! 0 ! Foremen/women 0 : 0 ; 0 ! Clerical workers 0 ! 0 : 0 ; 0 ! 0 ! 0 ! 0 ! Service workers 0 ! Skilled crafts and 0 : 0 ! 0 ; 0 ! 0 ! trades workers 0 ! 0 0 ; 0 ! 0 ; 0 ! Semi-skilled 0 ; manual workers 0 ! 0 : Other manual TOTAL NUMBER OF :EMPLOYEES PROMOTED ! 0 ! 0 ! PROMOTIONS

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

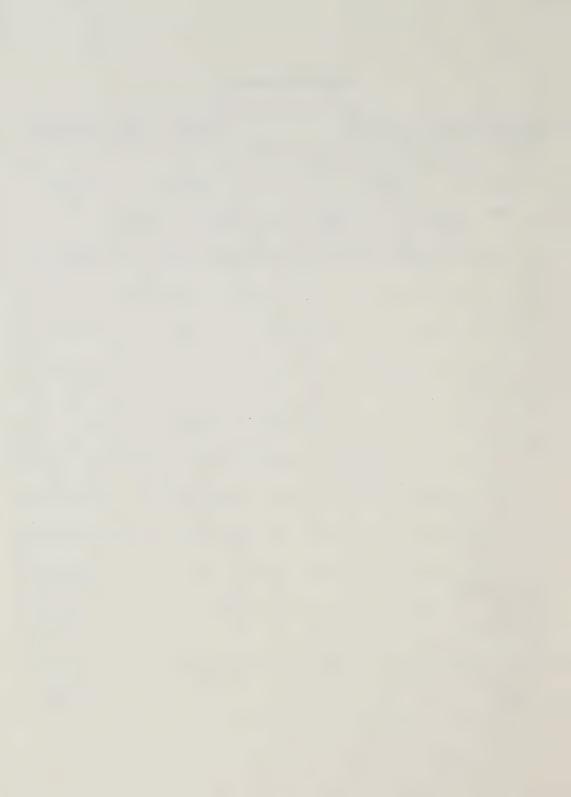
Name of Business:	000040	CALGARY	mpr purera	N (Inductor	al Sector	. 491 P	DI BCUMMIIN	TCATION D	ROADCASTI		
Location:		ional (Ca		rovince/T	erritory					Reporting				
OCCUPATIONAL	!	. Employee:		<u></u>	inal Peop		Per	sons with		Members of Visible Minorities				
GROUPS	Total Number	! Men	Women	; Total ; Number		Women	Total Number	Hen		Total		Women		
		Col. 2												
Upper-level managers	0	0	0	, 0	0	0	; 0	0	0	0	0	0		
Middle or other managers	; 0	0	0	0	0	0	0	0	0	0	0	0		
Professionals	0	0	0	. 0	0	0	0	; 0	0	0	; 0	. 0		
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foresen/women	1	1	0	0	0	0	0	0	0	0	0	0		
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0		
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0		
Service workers	0	0	0	0	; 0	0	0	0	0	0	0	0		
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	0	0	0	, 0	0	0	, 0	0	0	0	0	0		
Other manual Workers	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	2	0	 0	0	: 0 : :	0	. 0	0	0	0	Ú		

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business:	008049	CALGARY	TELEVISIO	N L			Industri	al Sector	481 T	ELECONNUN!	CATION B	ROADCASTI		
Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			1	Reporting	Period:	1989		
OCCUPATIONAL	All	Employee:	s	: Aborig	inal Peop	les		sons with abilities	Members of Visible Winorities					
GROUPS	Total Number		 Women	Total Number	! } Men		Total Number		Women	Total Number	Men	; ; Women		
	Col. 1	; Col. 2	; Col. 3	; Col. 4	Cal. 5	; Col. 6	; Col. 7	Col. 8		; Col. 10;				
Upper-level managers	0	0	; 0	0	; 0	0	0				0	0		
Middle or other managers	0	0	0	0	0	0	. 0	0	0	0	Ð	0		
Professionals	0	, 0	0	0	1 0 1 0	0	0	0	0	0 1	0	0		
Semi-professionals and technicians	8	4	4	0	0	0	; 0 !	0	0	3 1	1	2		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women	3	3	0	0	0	0	: 0	0	0	0	0	0		
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0		
Sales workers	0	0	0	0	0	0	; 0	0	0	; 0;	0	0		
Service workers	1	0	1	; 0	0	0	0	0	0	0 1	0	0		
Skilled crafts and trades workers	0	0	0	. 0	; 0	0	0	0	0	0	0	0		
Semi-skilled manual workers	0	0	0	0	. 0	0	0	0	0	; 0 <u>;</u>	0	0		
Other manual Workers	0	0	0	0	0	0	0	0	0	0 }	0	0		
TOTAL NUMBER OF EMPLOYEES TERMINATED	14	7	7	: : :	0	0	:====== ; 0	0	0	3 /	1	2		







8054

CA 1 M -E5 2

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADIAN FREIGHTWAYS LIMITED

⁹ Minister of Supply and Services Canada 1990 ⁹ Ministre des Approvisionnements et Services Canada 1990

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Employment and Employet Immigration Canada

SCHEDULE II I ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATHERE D'EMPLOY: IDENTIFICATION DE EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form

MOMERITURE CONTINUE CONTINUES OF CONTIN	Canadian Freightways Limited ADDRESS OF PHICHAL PLANCESS. ADDRESS OF PHICHAL PRINCEME	ways Limited		Canadian Freightways I imited	J RAISON SOCIALE			
	Inadian Freight	ways Limited						
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		ALMESSE DATIANTS NATIONALE PRINCIPA	ne	MALING ADDRESS - ADRESSE POSTALE				
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	HEF EXECUTIVE OFFICER OF EMP	NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DANGEANT DE 1'ENTREPRISE	ENTREPRISE	NAME OF OPFICER RESPONSIBLE FOR EMPLOYMENT EQUITY NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉER MATIÈRE D'EMPLO	ENT EQUITY - NOM DE	L'AGENT RESPONSABLE DE L'EO	WIE EN MATIENE D'E.	440
	Darshan S. Kailly			(1) B.W. Gordon				
-	POSITION TITLE - TITME OU FONCTION			POSTION TITLE - TITRE OU FONCTION			ANÉA CODE	TELEPROME BUILDING
FONCTION © Pr	President and General Manager	neral Manager		O Personnel Assistant			O	MUMERO DE TÉLEPHONE
INDUSTRIAL S	INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ !	-	NO OF EMPLOYEES		0	DESIGNATED CM AL		PNOVINCESTERATORIES
INDUSTRIAL	Iruck Transport Industries	industries	1265	GEOGRAPHICAL		200	And And	W.E.S.TE MRITONAES
INDUSTRA (1)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	~	NO OF EMPLOYEES NOMBRE DE SALARÉS	AREAS	CALGARY	301	OUE-OC	0
) Indiana	Contraction Contraction			(INDICATE NUMBER OF	EDMONTON	199	NS.M.E.	0
BRANCHE(S) (1)	CLION 3 - BROWNIE D'ACIVITE		MOMBRE DE SALABLES MOMBRE DE SALABLES	EMPLOYEES LOCATED IN EACH AREA)	HALIFAK	0	N B -M -B.	D 3.A
	MOUSTALA SECTOR 4 - BRANCHE D'ACTIVITÉ 4		NO. OF EMPLOYEES NOMBRE DE SALARIES		MONTREAL	0	BECCA	498 0
EMPLOYMENT (E)		3	9	SECTEURS GÉOGRAPHIOLIES	TOMONTO	7	SASK -SASK.	18
CATEGORIES FULL	FULL-TIME EMPLOYEES NOMBRE DE SALANES	PANT-TIME EMPLOYEES NOMBRE DE SALARIES	NUMBER OF TEMPORARY EMPLOYEES MOMBE OF SALABER				M-LD-T-W	53/ 0
CATEGORIES	PERMANENTS A TEMPS PLEM	PERMANENTS A TEMPS PARTIEL	TEMPORAIRES	(INDIQUER LE NOMBRE DE SALARIÈS DANS	VANCOURA	314	TKN-Fud.	7
DE DE				CHAQUE SECTEUR)	WHENHIPEG	34	N.W.T.F.M.O	0
	876	92	9		(9) TOTALEM	TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABÚS AU CANADA		1265
CERTIFICATION (O)	Brent W. Gordon	u		Canadian Freightways Limited	wavs Limite	P		
ACCURACY THAT THE INFORMATION	DRMATION CONTAINED IN FOR	AMS 1 TO & OF THIS REPORT IS TRUE AND ACC	CONTAINED IN FORMS 1 TO GOT THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT TO THE WASHINGTON AND ACCURATE IN EVERY RESPECT TO THE WASHINGTON AND ACCURATE IN EVERY RESPECT TO THE WASHINGTON AND ACCURATE IN EVERY RESPE	employer)				/
JE. (NOM)			ATTRICE AND SCHOOL STATE OF THE NATIVE AND BELLINGS.	AND BELLEVIA			****	CORPORATE
ATTESTATION OUE LES HENSI	EIGNEMENTS FOURNIS DANS LI	S FORMULAIRES I A & DU PRESENT RAPPORT	OUE LES RENSEIGNEMENTS FOURNES DANS LES FORMULAIRES E A É DU MÉSEN I RAPORT SONT, AUTANT OUE R. SACRE, VALIS ET ERACTS A TOUS ECANDS	TS A TOUS (GANDS.				SCEAUDELA
	DATE - DATE -	DATE - DATE - JUDE 18, 1990	SIGNATURE - SKCNATURE	But Work	, , ,			Sodere
LIMP 3842(9-86) MOTE: SEE INSTE	MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS	DAMS						

Emplorer Immigration Canada Employment and Immigration Canada

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SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

form formulaire

ANEA CODE TELEPHONE NUMBER

(9) NO. N.G.

(4 0 3 2, 8 7, 1 0 9 0 CORPORATE SCEAU DE LA PROVINCE STERRITORIES PROVINCESTERRITORES SOCKIE SEAL 0.0 0 498 0 18 537 34 1265 OYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'EQUITE EN MATIENE D'EMPLOI Station "T" Calgary, Alberta T2H 2J1 WI-TWA ONE -OM! MAN-MAN PEIFPE SASK -SASK ALTA -ALB N. I. G.IN Que -Qc IKN - YOK. NS-NE N. B. N. & B C -C -8 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA DESIGNATED CM AS A M R DESIGNEES 301 199 C 171 314 34 Canadian Freightways Limited Canadian Freightways Limited VANCOUVER DAMONTON COMMON OR BUSINESS NAME NOM USULE OU MAISON SOCIALE MONTREAL CORONTO CALGARY HALIFAX Œ Personnel Assistant Box 1108 GÉOGRAPHIOUES DEFICER RESPONSIBLE FOR EMP EMPLOYEES LOCATED IN GEOGRAPHICAL AUDINESS - ADMESSE MOSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE B. W. Gordon POSITION HELE - HINE OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS 0 THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT TO THE 8651 OR MY KNOWLEDGE AND BELIEF ATTESTE PAKLES PRESENTES AU NOM DE (Mam de l'employeur) HEREBY CENTIFY ON BEHALF OF (Name of employer) OUE LES HENSEKONEMENTS FOURNIS DANS LES FORMULAIRES I A 6 DU PRESENT RAPPONT SONT, AUTANT QUE 11: SACHE, VRAIS ET EXACTS A TOUS 0 Θ 0 NO OF EMPLOYEES NO OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIES NO OF EMPLOYEES SIGNATURE SIGNATURE NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALARIES
TEMPORAIRES 1265 CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DRINGLANT DE L'ENTREPRISE 4041A - 6 Street S.E. Calgary, Alberta PHINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES MATIONALL PHINCIPALE NUMBER OF PERMANENT
PART TIME EMPLOYEES
NOMBRE DE SALARIES
PERMANENTS A TEMPS PARTIEL President and General Manager Canadian Freightways Limited 92 Truck Transport Industries Darshan S. Kailly Darshan S. Kailly NAME NOMIEGAL AUCOMPLET INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ! INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITE 4 POSITION TITLE - TITRE DU FONCTION NUMBÉR OF PERMANENT FULL TIME EMPLOYEES NOMBŘE DE SALARIES PERMANENTS A TEMPS PLEIN 876 I, (Name) JR. (NOA4) Θ 9 (3) 0 (2) 3 @ NOM DE L'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION FONCTION BRANCHE(S) CATEGORIES CATEGORIES D'EXACTITUDE OFFICERS AGENTS POSITION INDUSTRIAL SECTORIS D'ACTIVITÉ AURE SSE ACCURACY AUDRESS STATUS SALARIES OE OF -OHSH-H-UKH-OX MR-AZZON 93 24000F - OHZH-4-VAH-OZ ~ D Z Z < ~ >

<u>Sanada</u>

NOTE: SEE INSTRUCTIONS TO COMPLÉTE ALL FORMS NOTA. VOR INSTRUCTIONS POUR RÉMIEM TOUS LES FORMULAIRES

LMF 384/(9 86)

! NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | Canadian Freightways Limited !INDUSTRIES . LOCATION : _I_ National (CANADA) ____ Province/Territory : ___ ___ Designated CMA: ABORIGINAL PEOPLES PERSONS WITH REMBERS OF DISABILITIES VISIBLE WIN TOP AND QUAR- ALL EMPLOYEES BOTTOM OF TER VISIBLE MINORITIES SALARY RANGE: ## OCCUPATIONAL GROUPS TOTAL MEN JATOT, MENOW; MEN JATOT, MENOW; MEN JATOT, MENOW; MENOW; MENOW; (NUMBER: | NUMBER: | NUMBER: | NUMBER: - Cal.1 [Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | Col.13 | UPPER LEVEL MANAGERS 4 1 11 1: 0: 0! 0! 0 ! 0: 0 ! 0; 1; 3 1 0: 0! 0: 0: 0 : 0: 0: 0: 0: 0 ! 0; 0; 70,000 - ; 2 ; 1; 1! 0 ! 0 ! 0: 0: 0: 0: 0: 0: 0: 0: AND OVER ! 1 ; 41 41 0: 0: 0; 0; 0; 0: 0: 0: 0: 0: MIDDLE OR OTHER MANAGERS 70.000 - 1 4 1 2! 2: 0 ! 0 ! 0: 0: 0 ! 0 ! 0! 0 ! 0; 0; AND OVER : 3 : 8! 7: 1: 0: 0: 0; 0: 0: 0: 11 0: 1: 30,000 - : 2 ; 20; 20; 0: 0!-0 ! 0: 1! 1! 0: 0; 0; 0: 34.999 1 ! 50! 45! 5! 11 1! 0 ! 0 ! 0: 0: 0 : 0: 0: PROFESSIONALS 55.000 - ! 4 11 1.5 0.1 61 0: 01 0! 0 ! 0.1 0: 0: 2; 59,999 : 3 ! 2! 0.5 0.1 0 ! 0: 0: 0: 0: 0: 0! 0 ! 30,000 - 2 2 2 0 ! 8! 0! 0: 0.5 0: 0 ! 0! 0: 14.999 1 1 1 7; 6; 1! 0: 0: 0: 0 ! 0.1 0: 1: 11 0: SEWI-PROFESSIONALS 4 ! 0 ! 0 : 0 ! 0 : 0 ! 0! 0 ! 0 : 0: 0 ! AND TECHNICIANS 3 0: 0.5 0: 0: 0: 0 ! 0: 0: 0.5 0.1 0! 2 ! 0 ! 0 ! 0: 0: 0 ! 0 : 0: 0 ! 0: 0: 0.1 0 1 ! 0: 0 ! 0: 0: 0: 0: 0: 0.1 0: 0: 0: 0 SUPERVISORS 45.000 - ! 4 ! 3: 21 0.5 0! 0 ! 0: 0: 0.1 0: 0 ! 0! 0 0 1 49.999 1 3 1 1: 1: 0: 0: 0! 0: 0: 0.1 0: 0 ! 0; 25,000 -: 2 ! 2: 2 ! 0: 0.1 0 ! 0: 0: 0: 0: 0 ! 0.1 0: 27.499 1 : 3 ! 3; 0; 0: 0: 0: 0; 0: 0.1 0: 0.1 0: FOREMEN/WOMEN 9! 40,000 - 1 4 1 9: 0: 0: 0: 0 ! 0: 0 ! 0: 0 ! 0: 0: 14,999 ; 3 ; 3; 3: 0! 0: 0 ! 0 ! 0: 0 : 0: 0: 0 5 0 5 30,000 - ; 2 ; 6! 6! 0: 0: 0 : 0! 0; 0; 0; 0: 0: 0: 34,999 ; 1 ; 2; 2: 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

^{*} Use separate Parts for permanent ** ! refers to the lowest salary quarter;

part-time and temporary employees 4 refers to the highest salary quarter/

	BOTTON OF	TER	HS JJA:			ABORIG			PERSON DISABI	LITIES		WENBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	SALARY RANGE		TOTAL	KEN	WOHEN	TOTAL	HEN	HOHEN	TOTAL NUMBER	HEN	H3HOW;	TOTAL	1	KONEN
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	14,999	1	17	1	12	1	0	1		:	0		1	
SALES WORKERS	50,000 -		4											
	54,999	3	5								0			
	20,000 -	2							ō					
	22.499													
SERVICE WORKERS														
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OTHER MANUAL WORKERS	35,000 -	4	70	70	0									
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	15,000 -	2	14	13		0	0	0	. 0	0	0	0	0	
	17,499	1	5											
COTAL NUMBER OF EMPLOYEES			876						1 14			27		

^{** 1} refers to the lowest salary quarter; { refers to the highest salary quarter/

Canadian Freightways Limi	• • • • • • • • • • • • • • • • • • • •													
LOCATION : _X_ National	(CANADA)	_ Prov	ince/Te	rritory	:			-	Des	ignated	CMA:			
	TOP AND	QUAR-	ALL EN	PLOYEES		1 1			PERSON	LITIES		HEMBER	RONIN 3	
CCUPATIONAL GROUPS		!		HEN	HONEN	TOTAL	MEN	WONEN!	TOTAL	HEN	HANOREN	TOTAL NUMBER	HEN	HONE
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PERVISORS		4	0;	0;	0;		:::::: }							
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		1	0 :	i	0	0;	0:			0 !	0!	- 1	* 1	
REHEN/VONEN		- 1	- 1											=====
	1 2 2	3	0!			¦-	0:	0!		0:	0!	0:	0!	
1		2	0:	0:	0:	0!		0:	0!	0;	0:			
	1.	4	V;	V;	W;	0;	0 ;	0;	0;	0	* 1	0	0 ;	

^{*} Use separate Parts for permanent ** 1 refers to the lowest salary quarter; full-time and temporary employees 4 refers to the highest salary quarter/

	BOTTOM OF	TER	ALL BY			ABORIG			DISABI	LITIES		NENBERS VISIBLE	E HINOR	
OCCUPATIONAL GROUPS	SALARY RANGE	1	TOTAL	HEN	WOMEN	TOTAL	HEN	MOMBH	TOTAL NUMBER	HEN	HONEN	TOTAL	KEN	NONE
	Coi.1	!	Col.2	Col.3	Col.4	Col.5	Col.8	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
LERICAL WORKERS	30,000 -	•												
anniana raugusa							,	0	8	•	0		0	
	34,999													
	10,000 -	2	3	0	;			0	, -	0		0	0	
	12,499	1	11											
ALES WORKERS	20,000 -		0			0	0	: 0	0	0	0			i i
	22,499	3	0	0	0	0	0	. 0	0	0	,	0		1
	20,000 -	2	0	0	0	1				0	0	0	0	
	22,499	1	1	1	0	1 1		0			0	0	0	
ERVICE WORTERS		=====							'					
SATION TORSONS		3												
	1		0											
		2	0	0	0	0	0		0	0	0	0	0	
		1	0			0						,		
KILLED CRAPTS AND		4	0				0	0	0					
RADES WORKERS		3	0	0	0	0	0	•		0	0	0	0	
		2	0	0	. 0	0	0	0	0	0	0	0	0	
		i	0	0	0				0	0	0	0	0	
													******	::::
EMI-SKILLED		4	0	0										
ANUAL WORKERS	8 6	3	0	0	0	0	0	0	0	0	0	0	0	
	5	2	0	0	0	0	0		0	0	0	0	0	1
		1	0			1 *1							-	
THER HANUAL WORKERS	35,000 -		11	11	; 0	0	0	,	0				0	
	39,999	3	29	29	0					0	0	0	0	
	10,000 -			6			0			0 !	0		 13	
			18										0 !	
	12,499	1												:::
TAL NUMBER OF EMPLOYEES			92										1;	

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALART SUMMARY: PERMAMENT FULL-TIME EMPLOYEES + PIGURES REFLECT STATISTICS FOR COMPANY | 1 ONLY !

* FORM 3 PART A

NAME OF BUSINESS : Canadian Preightways Limited		INDUST Industr		CTOR: TR	LANSPORT	NOITA'	ND STOR	AGE	REPORT	ING PER	.100:	1989
LOCATION : _X_ Wational (CANADA) Pr	ovince/Te	rritory	:			-	Des	ignated	CHA: _			
	ALL EN	PLOYEES		ABORIG	INAL PE		PERSON DISABI			WEMBER VISIBL		ITIES
SALARY RANGES	TOTAL		AOMEN	TOTAL			TOTAL	1		TOTAL		WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	4	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	0	, 0	; 0	0	: 0	: 0	0	; 0	; 0	0	; 0	(
\$ 10,000 - \$ 14,999	3	2	1	0	0	0	0	0	0	0	0	
\$ 15,000 - \$ 17,499	6	4	2	0	0	0	0	0	0	0	0	
\$ 17,500 - \$ 19,999	16	7	9	0	0	0	0	0	0	4	1	
\$ 20,000 - \$ 22,499	22	11	11	0	0	0	1	0	1	1	0	
\$ 22,500 - \$ 24,999	32	14	18	0	0	0	0	0	0	2;	1	
\$ 25,000 - \$ 27,499	63	35	28	1	0	1	0	0	0	2;	0	2
\$ 27,500 - \$ 29,999	81	47	34	2	1	1	1	1	0	4;	3 ;	1
\$ 30,000 - \$ 34,999	348	299	49	9	8	1	8	6	2;	9;	8;	1
\$ 35,000 - \$ 39,999	107	99	8	0	0	0	3	3;	0;	2;	2;	0
\$ 40,000 - \$ 49,999	125	121	4	2	2	0	1	1;	0;	0;	0;	0
\$ 50,000 - \$ 69,999	64	63	1	1	1	0	0;	0;	0	2;	1	1
\$ 70,000 AND OVER	9	9;	0;	0	0	0	0;	0;	0 !	 	1;	0
TAL NUMBER OF EMPLOYEES	: 876;	711	165	15!	12;	3 ;	14;	11;	3;	27;	17;	10

[#] Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALARY SUMMARY: PERMAMENT PART-TIME EMPLOYEES: FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART B

HAME OF BUSINESS: Canadian Preightways Limited		taudust Industr		CTOR: TR	ANSPORT	A HOITA	ND STOR	AGB	REPORT	ING PER	100:	1989
LOCATION : _I_ National (CANADA) Pr	ovince/Te	rritory	:			-	Des	ignated	CHA: _			
	ALL EN	PLOYEES		ABORIG	INAL PE	OPLES	PBRSON DISABI			NEMBER:		ITIES
SALARY RANGES	TOTAL	1	NOMEN	TOTAL			TOTAL			TOTAL		! WOMEN
	Col.1	6	Col.3	Col.	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 2,500	0	0	, 0	0	0	; 0	0	0	0	0	0	0
\$ 2,500 - \$ 4,999	0	0	0	0	0	. 0	0	0	0	0	0	0
\$ 5,000 - \$ 7,499	0	0	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	0.	0	0	0	0	0	0	0	0	0	0	0
\$ 10,000 - \$ 12,499	111	9	2	0	0	0	0	0	0	0	0	0
\$ 12,500 - \$ 14,999	9	2	7	0	0	0	0	0	0	0	0	
\$ 15,000 - \$ 17,499	9	5	4	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	3	2	1	0	0	0	0	0	0	1	1	0
\$ 20,000 - \$ 24,999	14	11	3	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	34	24	10	0	0	0	0	0	0	1	0	1
\$ 30,000 - \$ 39,999	12	11	1	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0 ;	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
OTAL HUNDER OF EMPLOYERS	; 92;	64	28	0	0	; 0	0 ;	0	0	2;	1	I

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT PULL-TIME EMPLOYEES HIRED : FORM 4 PART A FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

: INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE (REPORTING PERIOD: 1989) ! NAME OF BUSINESS : INDUSTRIES :Canadian Freightways Limited | LOCATION : X National (CANADA) Province/Territory : Designated CMA: ALL EMPLOYEES ABORIGINAL PROPLES PERSONS WITH !MEMBERS OF DISABILITIES VISIBLE MINORITIES CCCUPATIONAL GROUPS ARNOV; MBM; JATOT; MBMOV; MBM; JATOT; MBMC; MBM; JATOT; MBM; JATOT; MBM; JATOT; (NUMBER; ; NUMBER; ; NUMBER; ; NUMBER; [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 UPPER LEVEL MANAGERS 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: MIDDLE OR OTHER NAMAGERS 9: 8: 1: 0: 0: 0: 0: 0: 0: 0: 0: PROFESSIONALS 7: 0: 0: 0: 0: 0: 0: 0: 7: 1: 1: 0: SEMI-PROFESSIONALS 0: 0: 0: 0: 0: 0: 0: 0! 0! 0: 0 ! 8 AND TECHNICIANS SUPERVISORS 1! 0! 0; 0; 0; 0; 0! 0! 0: 0: SOREMEN/WOMEN 41 4: 0: 0: 0; 0; 0; 0: 0: 0: 0: CLERICAL VORKERS 63: 18: 451 1! 0: 1: 0: 0: 0: 3 ! 1: 21 SALES VORKERS 0; 45! 32: 13: 0: 0: 0: 0: 0! 0: 0! 0 ! 0: 0: 0 ! 0: 0 ! 0.1 0: 0.5 0 : 0: SEILLED CRAFTS AND 0 ! 0: 0: 0: 0 ! 0 5 0: 0 ! 0 ! 0: 0: 0 5 TRADES WORLERS SEWI-SKILLED 82! 3! 0: 0 ! 0: 2: 21 SERVICE LIBRER OTHER MANUAL WORKERS 0; 0; 0; 335 33: 0: 11 1! 0: 0: 0, TOTAL WURBER OF EMPLOYERS HIRED : 247; 185; 62; 1; 0; 1; 3; 3; 0; 6; 2; 4;

^{*} Use separate Parts for persanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT ENDUSTRY PERMANENT PART-TIME EMPLOYEES HIRED

FORM 1 PART B

PIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

! NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE [REPORTING PERIOD: 1989] ; INDUSTRIES Canadian Preightways Limited : LOCATION : _X_ National (CANADA) ___ Province/Territory : _ ___ Designated CMA: ABORIGINAL PEOPLES PERSONS WITH DISABILITIES VISIBLE MINORITIES GCCUPATIONAL GROUPS TOTAL WEN GATE HANDY HEN GATE HANDY HEN GATE HANDY HEN GATE | NUMBER | NUMBER | NUMBER | NUMBER | [Col.1 [Col.2 [Col.3 [Col.4 [Col.5 [Col.6 [Col.7 [Col.8 [Col.9 [Col.10 [Col.11 [Col.12] UPPER LEVEL KANAGERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; KIDDLS OR OTHER MANAGERS 0: 0: 0: 0: 0: 0: 0: 0: 0: PROFESSIONALS 0 ! 0! 8 ! 0! 0: 0 ! 0: 0: 0: SEMI-PROFESSIONALS 0: 0 : 01 . 01 0.1 0.1 0: 0! 0: 0 : AND TECHNICIANS SUPERVISORS 0; 0: 0: 0: 0: 0 ! 0.1 ō! POREMEN/WOMEN 0 ! 0: 0: 0: 0: 0: 0: 0: 0: 0 ! CLERICAL WORKERS 31; 33! 21 0 : 0: 0: 0: 0: 0 ! 0: SALES VORKERS 1: Ō; 0 [0: 0: 0: 0 : 0.5 SERVICE VORKERS 0 0; 0; 0 ! 0; 0; 0; 0 ! 0: 0: 0: 0.1 SKILLED CRAFTS AND 0: 0 ! 0; 0; 0; 0; 0; 0: 0: 0: 0.5 TRADES WORKERS SEMI-SEILLED 11 11 0; 0; 0; 0; 0; 0; 0; 0 ! 0: MANUAL WORKERS OTHER HANUAL WORKERS ! 106! 102! {; 0; 0; 0; 0; 0; 1: 1: 0: TOTAL KUNBER OF EMPLOYEES HERED : 141; 106; 35; 0; 0; 0; 0; 0; 0; 1; 1; 1; 0;

* Use separate Parts for permanent full-time and temporary employees

FORM 5 PART A

PERMANENT FULL-TIME EMPLOYEES PROMOTED *
FIGURES REFLECT STATISTICS FOR COMPANY | ONLY !

: MAKE OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE REPORTING PERIOD: 1989 ! Canadian Freightways Limited !INDUSTRIES 1..... : SOCATION : _X_ National (CANADA) ___ Province/Territor; : _____ Designated CNA: SEMPLOYERS PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED) LALL EXPLOYEES 'ABORIGINAL PROPLES 'PERSONS WITH ! MEMBERS OF DISABILITIES : VISIBLE WINORITIES TOTAL IMEN INONEH TOTAL IMEN INONEH TOTAL IMEN IMENOR TOTAL IMEN IMEN OCCUPATIONAL GROUPS HUNBER! !NUKBER! !NUMBER! ...!.....!......!......!...... [-----[-----[-----]-----[-----]-----[Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | UPPER LEVEL MANAGERS 0 ! 0! 0 ! 0! 0! 0! 0: MIDDLE OR OTHER HANAGERS 81 81 0: 0 ! 0! 0! 0! 0 ! 0 1 PROFESSIONALS 0! 0 ! 01 01 0 ! 01 0.1 0! 01 0.1 01 01 SENI-PROFESSIONALS 0 ! 01 0! 0! 0: 0! 0.5 0: 0: 9! 0 ! 0! AND TECHNICIANS SUPERVISORS 31 31 01 01 4 0.1 01 01 n ı 0.5 0.1 11 FOREMEN/WOMEN 6! 6: 0: 0: 0: 0: 0 ! 0: 0: 0 ! 0! CLERICAL VORKERS 71 31 41 0: 01 0; 0! 0; 0! 0: 0: SALES VORKERS 5 ! 41 0 ! 0: 0 : 0 ! 0: 0: 0 ! 0: 0; SERVICE WORKERS 0! 0! 0! 01 0: 0: 0 ! 0! 0 ! 0: 0: 0: SEILLED CRAFTS AND 0: 0: 0: 0: 0; 0! 0! 0: TRADES VOREERS SEMI-SKILLED 2: 3! 0: 0 ! 0! 0 1 0: 0: 81 0: 0: KANUAL WORKERS OTHER MANUAL WORKERS 0: 0: 0: 0: 0! 0: 0: 0: 0: 0.1 TOTAL NUMBER OF EMPLOYEES PROMOTED : 32: 25: 7: 0: 0: 0: 0: 0: 0: 0: TOTAL NUMBER OF PROMOTIONS 1 32; 25; 7; 0; 0; 0; 0; 0; 0; 0; 0; 0;

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

FIGURES REPLECT STATISTICS FOR COMPANY | ONLY !

................. : LOCATION : X Mational (CANADA) Province/Territory : ___ Designated CMA: EMPLOTEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY (IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROHOTED) ALL EMPLOYEES ABOREGINAL PEOPLES PRESONS VITH MEMBERS OF DESCRIPTION OF DESCRIPTION OF THE PROPERTY OF THE PRO VISIBLE MINORITIES HENY; HEN; JATOT; HENY; HEN; JATOT; HENOY; HEN; JATOT; HENOY; HEN; JATOT; OCCUPATIONAL GROUPS (NUMBER! | NUMBER! | NUMBER! | NUMBER! [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | UPPER LEVEL MANAGERS REPORTE OF OTHER KANAGERS 0 ! 0! 0: 0: 0: 0: 0: 0: 0: 0: PROFESSIONALS 0 ! 0: 0: 0: 0: 0: 0 : 0: 0: 0: 0: SEMI-PROFESSIONALS 0: 0.5 0: 0! 0: 0: 0 ! 0 ! 0 ! 0: AND TECHNICIANS SUPERVISORS 0: 0: 0: 0: 0 ! 0! 0: 0! 0: 0: 0: 0 ! 0 ! 0: 0 ! 0 5 0: 0: 0: 0: 0! 0 5 CLERICAL WORLERS 0! 0: 0: 0: 0 : 0: 0 : 0: 0: 0 1 0: SETTES WORKERS 0.1 01 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 SERVICE WORKERS 0: 0: 0: 0.5 0 ! 0 ! 0: 0.1 0: SEILLED CRAFTS AND 0 ! 0: TRADES VORIERS SEMI-SEILLED 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: MANUAL VORKERS OTHER MANUAL WORKERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PULL-TIME EMPLOTEES TERMINATED :

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART A

: RESULTED TO SHARE! ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | Canadian Freightways Limited !INDUSTRIES ; LOCATION : I National (CANADA) Province/Territory : _____ Designated CNA: ____ ------ALL EMPLOYEES ABORIGINAL PEOPLES PERSONS WITH ABORES OF DISABILITIES :VISIBLE MINORITIES TOTAL HEN WHEN TOTAL HEN HONEN TOTAL HEN HEN TOTAL HEN HEN HOTEN OCCUPATIONAL GROUPS 'NUMBER' | NUMBER' | NUMBER' [-----]-----[-----[-----]-----]-----[-----]-----[-----] [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | UPPER LEVEL MANAGERS 1 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; WIDDLE OR OTHER HANAGERS 10! 9! 0: PROFESSIONALS 5! 5! 0! 0 ! 0 ! 0: 0: 0 ! 0 ! 0 ! 0: SEMI-PROFESSIONALS 0: 0 ! 0 ! 0! 0! 0! 0 ! 0.1 0 ' 0.4 8! AND TROUBLECTARS SHORRVISORS 1! 1: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: FORRWRN/WOMEN 2! 2! 0 ! 0: 0 ! 0: 0 ! 0 ! 0 ! 0! 0! 0 ! CLERICAL WORKERS 44! 10! 34! 0 ! 0: 0! 0! 0: 0.1 0! 0! SALES WORKERS 371 31! 6! 0! 0; 0; 0 ! 0: 0: 0: 0: 0 : SERVICE WORKERS 0 ! 0! 0! 0 : 0 ! 0 ! 0 ! 0 ! 0: 0: 0: 0 ! SKILLED CRAFTS AND 0.1 0; 0; 0 : 0 ! 0 : 0: 0 ! 0: 0: 0 ! TRADES VORKERS SEMI-SKILLED 77: 74: 3: 0: 0: 0: 1: 1: 0: 0: 0: 0: WANUAL WORKERS OTHER HANUAL WORKERS 22! 22! 0! 0! 0! 0! 1! 1! 0; 1; 1; 0; TOTAL NUMBER OF EMPLOTEES TERMINATED : 198; 154; 44; 1; 1; 0; 2; 2; 0; 1; 1; 0;

^{*} Use separate Parts for permanent part-time and temporary employees

FORM 6 PART B

INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE REPORTING PERIOD: 1989 ! NAME OF BUSINESS : INDUSTRIES Canadian Freightways Limited ___ Designated CMA: ___ ABORIGINAL PEOPLES PERSONS WITH WEMBERS OF PERSONS WITH VISIBLE MINORITIES VISIBLE MINORITIES VISIBLE MINORITIES _____ TOTAL MEN WOMEN TOTAL MEN WOMEN TOTAL HEN WOMEN TOTAL MEN WOMEN OCCUPATIONAL GROUPS (NUMBER: | NUMBER: | NUMBER: | NUMBER: | !----!-----! [Col.1 [Col.2 [Col.3 [Col.4 [Col.5 [Col.5 [Col.7 [Col.8 [Col.9 [Col.10 [Col.11 [Col.12 0! 0! 0! 0! 0! 0! 0! 0! 0! 0! 0! 0! UPPER LEVEL MANAGERS WIDDLE OR OTHER HANAGERS 0: 0 : 0: 0: 0: 0: 0: 0: 0: 0: 0; PROFESSIONALS 0: 0: 0 ! 0: 0: 0 ! 0 ! 0 1 0 ! SEMI-PROFESSIONALS 0: 0: 0: 0 ! 0 ! 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: FOREMEN/WOMEN 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: CLERICAL WORKERS 25; 5; 20; 0; 0; 0; 0; 0; 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: SALES WORKERS SERVICE WORKERS 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0 ! SKILLED CRAFTS AND 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; TRADES WORKERS SEMI-SKILLED 3; 3; 0; 0; 0; 0; 0; 0; 0; 0; 0; HANUAL WORKERS OTHER HANUAL WORKERS 60; 57; 3; 0; 0; 0; 0; 0; 0; 0; 0; 0; TOTAL NUMBER OF EMPLOYEES TERMINATED : 88; 65; 23; 0; 0; 0; 0; 0; 0; 0; 0; 0;

^{*} Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE !REPORTING PERIOD: Canadian Freightways Limited :INDUSTRIES ······ LOCATION : National (CANADA) X Province/Territory : Ontario Designated CMA: TOP AND QUAR-TALL EMPLOYEES TABORIGINAL PROPLES TPERSONS WITH MEMBERS OF BOTTON OF TER 'VISIBLE MINORITIES !DISABILITIES |SALARY RANGE: ** !---OCCUPATIONAL GROUPS STOTAL SHEW SHOWER STOTAL SHEW SHOWER STOTAL SHEW SHOWER STOTAL SHEW SHOWER (NUMBER) (NUMBER) (NUMBER) -----Col.I ! [Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | Col.13 | 1 1 0: 0: 0: 0: 0: 0: 0: UPPER LEVEL MANAGERS 0.1 1 0 0 0 0! 0! 0 ! 0 ! 0! 0 ! 0: 0.1 70,000 - ; 2 ; 0; 0.5 0: 0 : 0.1 0.1 0: 0.5 0.1 0 ! 0.5 0! ! 1 ! 1! AND OVER 1! 0: 0! 0: 0: 0: 0: 0: 0! 0 ! MIDDLE OR OTHER MANAGERS ! 1: 0: 70,000 - : 4 : 1: 0.1 0: 0.1 0: 0 ! 0! 0! 0! 0! AND OVER ; 3 ; 1; 1! 0! 0 ! 0 ! 0! 0! 0 ! 0; 0; 0 ! 0.1 0: 40,000 - 1 2 1 31 3! 0! 0! 0! 0 ! 0! 0: 0: 0: 44.999 1 1 61 41 21 0: 0 ! 0: 0! 0! 0: 0: PROFESSIONALS 4 | 0| 0.1 0 ! 0.1 0: 0! 0: 0 ! 0: 0: 0 ! 3 0; 0! 0 ! 0: 0: 0: 0: 0 ! 0: 0.5 0 ! 0 ! ō: 0: 0 ! 0: ō: 0 ! 0: 0 ! 0: 0: 0 ! 0: 1 ō: 0 ! 0: 0: 0: 0: D: 0: 0 ! 0: 0: 0.5 SEMI-PROFESSIONALS 4 : 0: 0: 0: 0: 0 ! 0 : 0: 0! 0.1 0.1 0! AND TECHNICIANS 3 : 0: 0: 0: 0: 0: 0 : 0 ! 0! 0: 2 : 0: 0; 0: 0! 0: 0: 0: 0: 0 : 1 0: 0 ! 0! 0 ! 0! 0 ! 0: 0; 0: 0 : 0; SUPERVISORS 35.000 - ! 4 ! 0: 0: 0: 0! 0: 0: 0! 0 ! 0.1 0: 0 39,999 : 3 : 0! 0 ! 0 ! 0 ! 0! 0! 0! 0: 0.4 0.1 0! 0 35,000 - 1 2 1 0! 0 ! 0: 0! 0! 0 ! 0 ! 0 ! 0! 39.999 1 ! 1: 11 0: 0: 0 ! 0: 0: 0: 0! 0: 0! FOREMEN/WOMEN 30,000 - ; 4 ; 0! 0! 0.5 0! 0! 0 ! 0.5 0.4 0 ! 34,999 ; 3 ; 0; 0.5 0: 0; 0 ; 0: 0: 0: 0: 0! 0 ! 0 5 30.000 - ! 2 ! 0! 0! 0: 0: 0: 0 ! 0 ! 0 ! 0: 34,999 ; 1 ; 1; 1; 0; 0; 0; 0; 0; 0 ! 0; 0 !

part-time and temporary employees 4 refers to the highest salary quarter/

,		TER	ALL BH			!	INAL PE	01.082	PERSON			YISIBL	E MINOR	17125
OCCUPATIONAL GROUPS	I I I		TOTAL	1	NONBH	TOTAL		MONEN	TOTAL			TOTAL		YOHEN
	Col.1			Col.3	Col.4	Col.5		Col.7	Col.8		Col.10	Col.11	Col.12	Col.1
CLERICAL WOREERS	15,000 -	1	2		1			; 0			0	0	. 0	1
	39,999	3	4.	2	2	0	0	0	0	0	0	1	1	-
	15,000 -	2	13	2	11	, .	0	0	0	0	.0	1	. 0	1
	17,499	1	8		7	0		*		0		, ,		1
SALES WORKERS	45,000 -	4	3			0	0	; 0	1			,		
	19,999	3	5	2	ł			•	0	0	0	0	0	
	22,500 -	2	6	3	3	0	0	0	0	0	0	0	0	
	24,999	1	3	,	, -			, -	0				, -,	; ; ;
SERVICE WORKERS	1	4	0		. 0	0	0	0	0 ;	0				
		3	. 0		6			,			0	0	0	
	†	2	0	0	0		0	,		0	0	0	0	
		1	0		0	0	0	0	1				, ,,	*
SKILLED CRAFTS AND		4	0	0	0	0	0	. 0	0 ;					
TRADES VORKERS		3	0	0		, ,				0	0	0	0	
		2	0	0	0	0	0	0	0	0	0	0	0	
	1	1	0		0	0				- 1		0;		•
ENI-SKIPPED	35,000 -	4	3;	3	0	0 ;	0	,						
ANUAL VORKERS	39,999	3	1	1					0	0	0	0	0	
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	
	22,499	1	3;	2							* 1	0;		
THER MANUAL VORKERS	27,500 -	4	3;	3	0	0 ;	0 ;	, , , , , ,			0	1,	1;	
	29,999	3	5	5			,	0	0	0;	0	0	0 ;	
	15,000 -	2	2 !	1	1	0	0	0	0	0	0	0	0;	
	17,499	1	2;	2			- 1		- 1	0;	0;	0;	0;	
OTAL NUMBER OF EMPLOYEES		!	77!	{4;					1!	1!	0:	6!		:::::

^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

FORM 2 PART B PAGE 1

..... ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE (REPORTING PERIOD: : SZBRIZUB RO BRAR ! Canadian Preightways Limited INDUSTRIES | LOCATION : National (CANADA) | X Province/Territory : Ontario Designated CMA: TOP AND QUAR- ALL EMPLOYEES ABORIGINAL PROPLES : PERSONS WITH NEMBERS OF BOTTON OF TER ! !DISABILITIES VISIBLE MINORITIES SALARY RANGE: ** TOTAL | NEW | YOREN | TOTAL | NEW | YOREN | TOTAL | NEW | TOTAL | NEW | YOREN | OCCUPATIONAL GROUPS ; NUKBER! ; NUKBER! NUMBER! | NUMBER! Col.1 : [Col.2 ;Col.3 ;Col.4 ;Col.5 ;Col.6 ;Col.7 ;Col.8 ;Col.9 ;Col.10;Col.11;Col.12;Col.13; UPPER LEVEL MANAGERS 4 ; 0; 0! 0! 0; 0; 0; 0; 0; 0; 0; 0; 0; 3 : 0: 0: 0.1 0.1 0 ! 0: 0: 0: 0; 0 : 0; 0; 0 ; 0: 0: 0: 0: 2 ! 0! 0! 0! 0: 0: 0: 0 ! 0; 0: 0: 0: 0: 0 ! 0; 0; 0: 0: 0: 1 1 0 ! 0 1 MIDDLE OR OTHER MANAGERS 4 : 0 1 0: 0: 0: 0: 0 ! 0: 0 ! 0: 0: 0: 0! 0! 3 0! 0: 0 ! 0: 0 ! 0 ! 0 : 0 ! 0 ! 0! 2 1 . 01 0: 0 : 0: 0: 0; 0: 0 ; 0 ! 0: 0; 0; 0; 0; 0! 0! 0 : 0 ! 1 0: 0: 0: 0: 0: 0 1 0! 0; 1.0 PROFESSIONALS 1 4 1 0 : 0: 0: 0: 0: 0.1 0 ! 0.5 0: 0: 3 0 ! 0: 0: 0! 0! 0 ! 0: 0: 0 ! 0.5 0.5 2 ! 0: 0 ! 0: 0 : 0 ! 0: 0: 0: 0 ! 0: 1 ; 0! 0: 0! 0; 0! 0; 0 ! 0 ! 0 1 0 ! 0 ! 0: 0; SEWI-PROFESSIONALS 1 4 1 0: 0: 0.1 0 ! 0.1 0.1 0: 0.1 0.5 AND TECHNICIANS 3 0! 0 ! 0! 0 ! 0! 0: 0: 0 1 0 ! 0 ! 0 ! 0 ! 2 0: 0: 0; 0: 0: 0 ! 01 0: 0: 0: 1 0: 0: 0: 0: 0: 0: 0 : 0 ! 0 ! 0: 0: SUPERVISORS 4 : 0: 0: 0! 0 ! 0 ! 0! 0 ! 0 ! 0; 0 : 0; 0; 3 0: 0! 0 ! 0! 0 ! 0! 0! 0: 0.5 0! 0 ! 2 0: 0 ! 0: 0.1 01 0 ! 0 ! 0! 0! 0.1 0! 0 ; 1 ! 0 ! 0 ! 0 : 0: 0: 0 ! 0 ! 0 ! 0: 0: 0 ! 0 ! FOREMEN/WOMEN 1 4 1 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0! 0: 0; 0; 1 0: 0: 0: 0; 0: 0: 0: 0: 0: 0; 0; 2 : 0 ! 0: 0 1 0; 0: 0 ! 0: 0: 0 ! 0 ! : 1 : 0: 0: 0: 0: 0: 0: 0 ! 0 ! 0: 0: 0: 0:

full-time and temporary employees i refers to the highest salary quarter/

	BOTTON OF	782	ALL BH	PLOYEES		ABORIG			PERSON			YENBER Yenber	E HINOR	23171
CCUPATIONAL GROUPS	SALARY RANGE	1	TOTAL	1	WOKEN	TOTAL	HEN	HOKEN	TOTAL	HEN	WON EN	TOTAL	HEN	NOREN
	Col.1		Col.2						Col.8					Col.
:::::::::::::::::::::::::::::::::::::::		:::::	::::::	::::::		:=====			::::::			:=====		
LERICAL VORKERS	22,500 -		1	. 0				0		0	. 0	0	0	
	24,999	3	. 0	0	0	0		0	0	0	. 0	0	0	
	15,000 -	2	0	0	0	, 0	0		0	0	0	0	0	
	17,499	1	2	0	2	0	1		0	0	. 0	0	0	
ALES WORKERS	20.000 -	: :::::	: 0			1		; 0	0			*		
	22,499		. 0	0		0	1	. 0					. 0	
	1	2											ļ	
	20,000 -													
:::::::::::::::::::::::::::::::::::::::	22,499	 	 						,					:::::
ERVICE WORKERS		4	0	0	0	0	0	0	0	0	, 0	0	0	
		3	. 0	0			0	0	0	0	0	0	0	
	1	2	. 0	ž.		1	Ö	. 0	0	0	0	0	0	
		1	0								, -		0	
ELLLED CRAFTS AND		4	0						0					
RADES VORKERS		3	0	0	0	0	0	0	0	Ō	0	0	0	
		2	0	. 0	0	0	0	0	0	0	. 0	0	. 0	
			0	0	0	. 0			. 0	. 0	. 0	. 0		
EMI-SKICTED		4	0	0	0	. 0		•	0	0	0	. 0		
ANUAL WORKERS		3	Ō	0	0	0	0	0	0	0	0	0	0	1
	!	2	0	0	0	0	0	0	0	0	0	0	0	
		1	. 0					. 0		0				,
THER MANUAL VORKERS	25,000 -		13	: 13	; 0	0	; 0		,					
	27,499	3	2	2	. 0	. 0	1	0	0	0	0	0	0	
	15,000 -	2	0	0	0		0	0	0	0	0	0	0	
	17,499	1	. 6	5		;	0	0	0	, 0	0	1	1	

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALART SUMMART: PERMAMENT FULL-TIME EMPLOTEES

FIGURES REPLECT STATISTICS YOR COMPANY ! ONLY !

••••••

FORM 3 PART A

NAME OF BUSINESS: Canadian Freightways Limited		INDUST INDUSTR		CTOR:TR	ANSPORT	HOITAT	NOTA DEL	AGE	REPORT	TING PER	:001	1989
LOCATION : National (CANADA) _X_ Prov	ince/Te	rritory	:On	tario			Des	ignated	CHA:			
	ALL EN	PLOYEES		ABORIG	INAL PE	OPLES	PERSON			WENBER	S OF B HINOR	ITIES
	TOTAL	1	VOHEN	TOTAL		HONEN	TOTAL		YOKEN	TOTAL		WON BN
	•	,	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	;Cal.11	Col.12
UNDER \$ 10,000	0	0	0	0	; 0	; 0	0	; 0	; 0	0	; 0	. 0
\$ 10,000 - \$ 14,999	0	0	0	0	0	0	0	0	0	0	0	(
\$ 15,000 - \$ 17,499	2	1	1	0	0	0	0	0	0	0	0	(
\$ 17,500 - \$ 19,999	1	2	5	0	0	0	0	0	0	2	1	
\$ 20,000 - \$ 22,499	1	2	5	0	. 0	0	0	0	0	1	0	
\$ 22,500 - \$ 24,999	9	3	6	0	0	0	0	0	0	0	0	
\$ 25,000 - \$ 27,499	13	1	6	0	0	. 0	0	0	0	1	0	
\$ 27,500 - \$ 29,999	- (4	0	0	0	0	0	0	0	2	2	
1 30,000 - 1 34,999	11	6	5	0	0	0	0	0	0	0	0	
\$ 35,000 - \$ 39,999	8	6	2	0	0	0	1	1	0	0	0	0
\$ 40,000 - \$ 49,999	10	7	3	0	0	0	0	0	0	0	0	
\$ 50,000 - \$ 69,999	4	4	0	0	0	0	0	0	0	0	0	
\$ 70,000 AND OVER	2	2	0	0	0	0	0	0	, 0	0	0	0
TOTAL NUMBER OF EMPLOYEES	17	44	33	0	0	; 0	; l	1	; 0	6	; 3	; ;

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALAR SUMMARY: PREMARMED PART-TIME EMPLOTERS # FIGURES REPLECT STATISTICS FOR COMPANY 1 OWLY!

FORM 3 PART B

NAME OF BUSINESS: Canadian Freightways Limited	,	INDUST Industr		CTOR: TR	ANSPORT	ATION A	ND STOR	AGE	REPORT	'ING PER	100:	1989
LOCATION : National (CANADA) _X_Pr	ovince/Te	rritory	:_0a	tario_		_	Des	ignated	CHA: _			
	ALL BH	PLOYEES		ABORIG	INAL PE		PERSON DISABI			MEMBER VISIBL	S OF E MINOR	ITIES
SALART RANGES	TOTAL	1	1	TOTAL	1	1	TOTAL	1	b F	TOTAL	1	WOMEN
		Col.2			,	•	Col.7		•	•	Col.11	Col.1
UNDER \$ 2,500	0	; 0	; 0	0	. 0	; 0	0	; 0	, 0	. 0	; 0	:
\$ 2,500 - \$ 4,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 5,000 - \$ 7,499	- 0	0	0	0	0	0	0	0	0	0	0	
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 10,000 - \$ 12,499	0	0	0	0	0	0	0	0	0	0	0	
\$ 12,500 - \$ 14,999	0	0	. 0	0	0	0	0	0	0	0	0	
\$ 15,000 - \$ 17,499	. 1	4	3	0	D	0	0	0	0	0	0	
\$ 17,500 - \$ 19,999	1	1	0	0	0	0	0	0	. 0	1	1	
\$ 20,000 - \$ 24,999	9	8	1	0	0	0	0	0	0	0	0	
\$ 25,000 - \$ 29,999	8	8	0	0	0	0	0	0	0	0	0	
\$ 30,000 - \$ 39,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	
OTAL NUMBER OF EMPLOYEES	; 25	21	1	0	0	0	0	0	0	1	1	====== ! !

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PREMARENT PULL-TIME EMPLOTEES HIRED * PIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 4 PART A

! HAME OF BUSINESS : Canadian Freightways Limited		I NDUST I NDUSTR		CTOR: TR	ANSPORT	ATION A	ND STOR	AGE	REPORT	'ING PER	100:	1989
LOCATION : National (CANADA)	I_ Province/Te	rritory	: _0n	tario_		-	Des	ignated	CNA: _			
		PLOYEES		1			PERSON	LITIES		WENBER VISIBL		LTIES
OCCUPATIONAL GROUPS	TOTAL	i	HOKEN	TOTAL	HEN	HONEN	TOTAL NUMBER	HEN	KBHOY;	TOTAL	t I	, YOKEN
	[Col.1	Col.2		Col.4	Col.5	Col.6	Col.1	Col.8	[Col. 3	Col.10	Col.11	
UPPER LEVEL MANAGERS	; 0			•			,			•		1
NIDDLE OR OTHER MANAGERS	5	4	1	0	0	0	0	0	0	0	0	
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	
SENT-PROPESSIONALS ND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	
FOREN BN / YON BN	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	18	2	16	0	0	0	0	0	0	2	1	
SALES VORIERS	14	8	6	0	0	0	0	0	0	0	0	
SERVICE YORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEILLED CRAPTS AND PRADES VORZERS	0	0	0	0	0	0	0	0	0	0	0	
ENI-SKILLED KANUAL WORZERS	11	8	3	0	0	0	1	1	0	0	0	
OTHER HANUAL WORLERS	8		0									
TOTAL NUMBER OF EMPLOYEES HIRED	; 57	31			, 0	0	1	1	; 0	; 2;	1	

^{*} Use separate Parts for persanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PREMANENT PART-TIME EMPLOTEES HIRED *

FIGURES REFLECT STATISTICS FOR COMPANY | ONLY !

FORM 4 PART B

Canadian Freightways Limited		INDUSTR										
LOCATION : National (CANADA)	_I_ Province/Te	rritory	:On	tario_		-	Des	ignated	CNA: _			
		PLOYEES		ABORIG			DISABI	SELTIL		WENBER VISIBL	E MINOR	
OCCUPATIONAL GROUPS	TOTAL NUMBER	HEN	HONEN	TOTAL	HEN	WOHEN	TOTAL NUMBER	HEN	! MOREN	TOTAL HUNBER	HEN	HOMEN
	Col.1			Col.4			Col.7	Col.8	Col.9	Col.10	Col.11	[Col.17
UPPER LEVEL MANAGERS	0	; 0	; 0 ;	0	0	; 0				0		
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	
PROPESSIONALS	0	0	0	0.	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS ND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	
FOREMBN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORLERS	6	0	6	0	0	0	0	0	0	0	0	
ALES WORKERS	1	1	0	0	0	0	0	0	0	0	0	
ERVICE VORLERS	0	0	0	0	0	0	0	0	0	0	0	
KILLED CRAFTS AND RADES VORIERS	0	0	0	0	0 !	0	0	0	0	0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
ANNAT AOKERR ERI-REITED	0	0	0	0;	0	0	0	0	0	0	0	
THER MANUAL WORKERS	47	45	2	0	0	0	0	0	0	1	1	
OTAL NUMBER OF EMPLOYEES HIRED	:			0;	0:	0!	0!	0!		11		

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT FULL-TIME EMPLOYEES PROMOTED * PIGURES REPLECT STATISTICS FOR COMPANY | ONLY !

FORM 5 PART A

! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1980 | ! NAME OF BUSINESS : !INDUSTRIES Canadian Preightways Limited LOCATION : National (CANADA) Y Province/Territory : Ontario Designated CNA: ! EMPLOYERS PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY I'IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED) ALL EMPLOYEES ABORICINAL PEOPLES PERSONS VITH MEMBERS OF DISABILITIES VISIBLE MINORITIES HENCY: MEN! JATOT! MEN! JATOT! MENW! MEN! JATOT! MENOY! MEN! JATOT! OCCUPATIONAL GROUPS | NUMBER | | NUMBER | | NUMBER | | NUMBER | [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL MANAGERS 0; 0; 0; 0; 0: 0: 0: MIDDLE OR OTHER MANAGERS 1! 1! 0! 0: 0 ! PROFESSIONALS 0 ! 0: 0.1 0 ! 0 ! 0! 0 ! 0! 0 ! . 0: SEMI-PROFESSIONALS 0! 01 0! 0 ! 0 ! 0; . 0; AND TECHNICIANS ----SHEERVISORS 0; 0! 0.5 0 ! 0 ! 0 ! 0! 0 5 0 ! 0 FOREHEN/WOMEN 0: 0: 0: 0: 0 ! CLERICAL WORKERS 0: 0: 0: 0! 0: 0: 0: 0: 0: 0: 0 ! 0: 0: 0: SALES WORKERS 0: 0: 0! 0: 0 2 ! 1: 11 0 ! 0 ! 0 1 0; SERVICE WORKERS 0: 0: 0! ß! 0: 0: 0: 0: 0 SKILLED CRAFTS AND 0: 0; 0! 0; 0; 0; 0; 0; 0; 0; 0; TRADES VOREERS SEMI-SKILLED 0; 0; 0; 0; 0; 0; 0; 0; MANUAL WORKERS OTHER MANUAL WORKERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; TOTAL NUMBER OF EMPLOTEES PROMOTED : 3: 2: 1: 0: 0: 0: 0: 0: 0: 0: 0: TOTAL NUMBER OF PROMOTIONS : 3: 2: 1: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0:

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PART-TIME EMPLOYEES PROMOTED : FIGURES REPLECT STATISTICS FOR COMPANY | 1 ONLY !

FORM 5 PART B

| INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | ! NAME OF BUSINESS : INDUSTRIES Canadian Preightways Limited LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario______ Designated CNA: __ EMPLOTEES PROMOTED (EMPLOTEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED) ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMBERS OF YISIBLE MINORITIES OCCUPATIONAL GROUPS TOTAL HEN WOREN TOTAL HEN WOREN TOTAL HEN WOREN TOTAL HEN WOREN ; NUNDER: ; NUNBER: ; NUNBER: ; [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.5 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL MANAGERS MIDDLE OR OTHER MANAGERS 0: 0 ! 0: 0: 0: 0: 0: 0: 0: 0: 0: PROFESSIONALS 01 0: 0; 0; 0; 0: 0; 0 ! 0: 0: SEMI-PROFESSIONALS 0.5 0: 0: 0! 0! 0.1 0! 0 ! 0: AND TECHNICIANS 0! 0! 0! 9! 0! 0 5 0 ! 0 ! 01 0: 0: 0: 0: 0: 0: 0: CLERICAL VOREERS 0 5 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; SALES YOREERS 0 ! 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: SERVICE WORLERS 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0; SKILLED CRAPTS AND 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; TRADES WORKERS SEMI-SEILLED 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; HANUAL WORKERS OTHER MANUAL WORKERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; TOTAL NUMBER OF PRONOTIONS

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT ENDUSTRY PREMANENT FULL-TIME SMPLOTERS TERMINATED *

FORM 6 PART A

PIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

! NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: Canadian Freightways Limited !INDUSTRIBS LOCATION : National (CANADA) I Province/Territory : _Ontario_ Designated CMA: | ALL EMPLOYEES | ABORIGINAL PROPLES | PERSONS WITH | XEMBERS OF | DISABILITIES | YISIBLE MINORITIES OCCUPATIONAL GROUPS HONCY HEN TOTAL ; NUMBER; ; NUMBER; ; NUMBER; ; NUMBER; [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | UPPER LEVEL HANAGERS : 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: HIDDLE OR OTHER MANAGERS 2: 1: 0: 0: 0: 0: 0: 0: 0: 0: 3 ! 0: 0 ! PROFESSIONALS 0! 0! 0! 0: 0! 0! 0! 0! 0 ! 0 ! SEMI-PROFESSIONALS 0: 0: 0: 0! 0: 0: 0: 0: 0: 0: 0: 0: AND TECHNICIANS 0: 0: SUPERVISORS 0! 0 ! 0 ! 0! 0! 0 ! 0! 0 5 0 ! 0 ! FORENEN/WONEN 0 ! 0: 0 ! 0: 0! 0! 0: 0! 0! 0: 0: CLERICAL WORKERS. 3! 6: 0 : 0: 0: 0 : 0: 0 ! 0! SALES WORKERS 0; 0; 11: 7: 41 0: 0! 0 ! 0: 0: 0: 0 ! 0; SERVICE WORKERS 0.5 0.1 0: 0: 0! 0: 01 0! 0 : SKILLED CRAFTS AND 0 ! 0! 0 ! 0! 0 ! 0 ! 0! 0! 0 ! 0! 0: TRADES WORKERS SEMI-SKILLED 4: 3: 0: 0: 0: 0: 0: HANUAL WORKERS 0: OTHER MANUAL WORKERS 7! 0: 0 ; 0; 0: 7! 0 ! 0 ! 1; ` -------TOTAL NUMBER OF EMPLOYEES TERMINATED : 37; 23; 14; 0; 0; 0; 0; 0; 0; 1; 1; 0;

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PART-THE EMPLOYEES TERMINATED * FORM 6 PART 8 FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY!

' INDUSTRIAL SECTOR-TRANSPORTATION AND STORAGE 'DEPORTING DEGION- 1000'

HAME OF BUSINESS: Canadian Preightways Limited		INDUST		CTOR: TI	RANSPORT		AND STOP	RAGE	REPORT	'ING PE	:001	1989
LOCATION : National (CANADA) _X_ P	rovince/T	erritory	: _0r	tario_			Des	ignated	CHA: _			
	ALL B	MPLOYEES		1	INAL PE		DESABE	LITIES			E HENOR	
OCCUPATIONAL GROUPS		MEN	WONEN	TOTAL	HEN:	H3HOK;	TOTAL	HEN	NOHEN	TOTAL	MEN	WOMEN
	Col.1	[Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	[Col.9	Col.10	Col.11	
UPPER LEVEL MANAGERS		0							; 0 ;	1		
MIDDLE OR OTHER MANAGERS); 0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	
SEMI-PROFESSIONALS AND TECHNICIANS		0	0	0	0	0	0	0	0	0	0	1
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	(
POREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	
CLERICAL WORKERS	3	0	3	0	0	9	0	0	0	0	0 ;	(
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	
BRVICE WOREERS	0	0	0	0	0	0	0	0	0;	0	0	(
KILLED CRAPTS AND RADES VORKERS	0	0	0	0	0	0	0	0	0	0	0	(
EMI-SKILLED ANUAL WORTERS	0	0	0	0	0	0	0	0	0	0	0	0
THER MANUAL VORKERS	28		1	0		1		0;	0	0	0;	0
OTAL HUNBER OF EMPLOYERS TERMINATED	: 31	27!	4.5	0.5	0.5	0.5	0.1	0.1	0.4	0;	0;	======

^{*} Use separate Parts for permanent full-time and temporary employees

FAME OF BUCINDES .

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES : FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART A PAGE 1

LOCATION : National	(CANADA) _I	Prov	ince/Te	rritory	: 41	berta			Des	ignated	CHA: _			
		TER	ALL EN	PLOYEES		ABORIG	INAL PE		PERSON DISABI	LITIES		MENBER VISIBL		23171
OCCUPATIONAL GROUPS	, SADARI RANGE	! !	TOTAL			TOTAL		HONEN	TOTAL	HEN	ł I	TOTAL	1	HOHEN!
	Col.1		Col.2	Col.3		Col.5		Col.7	Col.8	Col.9	Cal.10	Col.11	Col.12	
JPPER LEVEL HANAGERS	:	4	1				. 0	. 0	. 0		; 0			;
		3	0	0	0		0	ł	1	0	;	, 0	0	
	70,000 -	2	0	0	0	0	0	0	, .		0	0	0	
	AND OVER	1	{				, ,	, .		. 0			, -	*
IDDLE OR OTHER MANAGERS	70,000 -	4	2		0	, ,	0 ;	0	0			0		::::::
	AND OVER	3	1	6	1	1 1	1 (1	F	0	0	1	0	
	30,000 -	2	11						, ,		0	0	0	
	34,999	1	20		3	1	1	0	0	0				
ROPBSSIONALS	55,000 -	1	1			0			1			9		
	59,999	3	2						0	0	0	0	0	
	30,000 -	2	2	2		0	0	0		0	0	0	0	
	34,999	1	7					0	0					
EMI-PROPESSIONALS		4	0 ;		0	0;								
ND TECHNICIANS	6 6 1 1 1 1	3	0	0		0	- 1		0	0	0	0	0	
		2	0		- 1	0	0;	0	0	0	0	0	0	; (
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	0		0	0;	- 1	0						
UPERVISORS	1	4	3;		0	0;		0			0	,		
	19,999	3	1;	0	1				0	0	0	0	0	
	25,000 -	2	1	- ,	0	* 1	0	0	0	0	0	0	0	0
	27,499	1 ;	2;	2;	0	0;		0	- 1					
OREMEN/WOMEN	40,000 -	4	4	4	0;		0;	0						
	44,999	3	1	1	- 1	- 1	0;	0	0	0	0	0	0	0
	30,000 -	2	0	0	0;	0;		0	0	0	0 ;	0;	0;	0
	34.999	1 !	2:	2:	0:	0:	0:	0:	0:	0 !	0 !	0:	0 !	0

	TOP AND	QUAR-	ALL BX			ABORIC			PERSON DISABI	LITIBS			ROKIK 3	23171
OCCUPATIONAL GROUPS	SALARY RANGE	9 8 8	TOTAL NUMBER	XEN	MOMEN	TOTAL NUMBER	HEN	HOMEN	TOTAL	HEN	AOHEH	LATOT ;	! WEN	VOKEN
	Col.1	1	Col. 2	Col.3	!Cal.4	Col.5	Cal.8	!Col.7	:Col.8	Col.9	Col.10	[Col. 11	[Col. 12	Col. !
CLERICAL WORKERS	35,000 -	1 - 4	37	; 20	17	: 0	; 0	; 0	; 1		1	1	1 1	1
	39,999	3	18		29	1	. 0	1		0	1	1	1	
	12,500 -	2		2	11	0	. 0	, 0	0	0	0	1		
	14,999	1		1	6	0	. 0		, 0					
SALES VOREERS	40,000 -			: 2	0	0	: 0	: 0	. 0	0	1 0	. 0		
	14,999	3			1	0	0	0		0			0	
	20,000 -	2	\$	1	4	0			0	,	0	. 0	. 0	
	22,499	i	6	3			0	0	: 1	0	1	1	0	
SERVICE WORKERS		4		0		,			. 0			0		;
	8 8	3	0	0	0	0		0	•	0	0	0	0	
		2	0	0	0	0		0	0	. 0	0	0	0	
	1	1	0	0			0	0					0	
SKILLED CRAPTS AND			======						======					:::::: !
TRADES VORKERS	† † †	1	0					0			0			
INDES TORGAS		2							, ,					
	t t													
			,											::::::
	60,000 -								0					
HANUAL WORKERS	64,999	3						; 0 ;						
	12,500 -	2		98		3	3 	0	2	2	0	. 0	; 0	
	14,999	1						; 0						
OTHER HANUAL WORKERS	35,000 -	4		33				0		1	0	0	0	
	39,999	3					•	0		0	0	0	0	
	15,000 -	2	0		0		, ,	0	0	0	0	0	0	
	17,499	1		3	0	0	0	, 0						,
TOTAL NUMBER OF EMPLOYEES			103	324	79	7	6	1	7	4	3	9	5	1

^{**} I refers to the lowest salary quarter; I refers to the highest salary quarter/

; NAME OF BUSINESS : Canadian Freightways Limit	ed		1	INDUSTR	[BS	CTOR: TR	ANSPORT		ND STOR	AGE	1			1989
LOCATION : National (CANADA) _I	Prov	ince/Te.	rritory	: 11				Des	ignated	CNA:			
	TOP AND BOTTON OF SALARY RANGE	QUAR-	ALL BX	PLOTEES		ABORIG	INAL PE	OPLES	!DISABI	LITIES		YENBER Jaisin'	E HINOR	ITIES
OCCUPATIONAL GROUPS	1	} #	TOTAL	MBN	KBKOY	TOTAL HUHBER	KEN	HONEN	TOTAL NUMBER	XEM	WOMEN	TOTAL HUNBER	XEN	: YONEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col. 12	(Col.13
UPPER LEVEL MANAGERS	; =====================================	4	0	, 0	0	: 0	; 0	; 0	; 0	; 0	; 0	; 0	; 0	; 0
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	1		0			•	*	0	*			0		. 0
MIDDLE OR OTHER NANAGERS		()	0	0	0	0	; 0	; 0	. 0	1 0	; 0	: 0	; 0	; 0
	1	3	0	0	0	0	. 0	0	. 0	0	. 0	0	0	0
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		1	0	0	0	0	0	0	. 0	0	0	0	. 0	
PROFESSIONALS		4	0	0	0	0	0	; 0	. 0	: 0	; 0	0	; 0	. 0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	, 0	0
		1	0	0	0	0	0	0	0	0	, 0	0	0	0
SEMI-PROFESSIONALS		4	0	0	0	. 0	, 0	; 0	0	, 0	; 0	0	. 0	; 0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	, 0	0	. 0	0
		1	0	0	0	0	0	0	0	0	. 0	0	0	0
SUPERVISORS		{	0 ;	0	0	0	0	; 0	0	; 0	, 0	. 0	. 0	. 0
		3	0	0	0	0	٥	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
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FORENEN/VOKEN	,	1		0 ;	0	0	0	0	0	0	0	0 :	0	0
		3		0	0	0	0	0	0	0	0	0 1	0	
		2	0 ;	0	0	0	0	0	0	0	0	0	0	0
***************************************		1	0	0	0	0	0	0	0	/ 0	0	0	0	0;

,	TOP AND BOTTOM OF SALARY RANGE	TER	ALL EM			ABORIG			DISABI	LITIES		YENBER VISIBL	E HINOR	
OCCUPATIONAL GROUPS	SALARI RANGE	1 6 6	TOTAL NUMBER	NEN	MONEN	TOTAL	HEN	WOMEN	TOTAL NUMBER	XEN	WOMBH	TOTAL NUMBER	HEN	NONE
	Col.1		Col.2	Col.3	Col.4	Cal.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	
CLERICAL WORKERS	27,500 -	•	,									0		
	29,999	3			1	,	,	0	1	0	0	0	0	
	1													
	10,000 -	2	2											
	12,499		8			0;					, ,			1
SALES WORKERS		4	0	0	0				0					
	· ;	3	ō			0				0	0	0	0	1
	1	2	0	0	0	0	0	0	0	0	0	0	0	
		i	0	0		0		. 0	0					
SERVICE WORKERS	;; ;	4							0;					
	t 5 5 \$ 6 \$	3	0			0:				0:			0	
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		1												
		=====			======									
SKILLED CRAFTS AND		4 ;	0;	,	- 1	0;	. ,	- 1		0;	- 1	0;	0; 	
RADES WORKERS		3	- ,		,	0;		0;	0;	0;	0;	0;	0;	
		2	0	0	0	0 ;	0	0	0	0	0	0	0	
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EMI-SKILLED		4 1	0;	0;	0;	0;	0;	0	0;	0;	0	0;	0;	
ANUAL WORKERS		3 ;	0;			0;	,	1					¦ 0;	
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		1 !	0;	0;	: 0;	0 !	0:	0;	0 !	0:	0:	0:	0:	
THER MANUAL WORKERS	35,000 -													
INDE NATURE BUREARS	į.											0;		
	i-	3	13; 	13;	: 	0; :	0;	0;	0; 	0; ;	0; ;	0;	0;	
	10,000 - ;	2 ;	0; ;	0;	; :	0;	0;	0;	0;	0;	0;	0 ;	0 ;	
; ::::::::::::::::::::::::::::::::::::	12,499	1 ;	5;	4	1	0;	0;	0 ;	0;	0;	0;	0;	0 ;	
OTAL NUMBER OF EMPLOYEES		1	37:											

^{**} I refers to the lowest salary quarter; I refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALARY SUBMARY: PREMARENT FULL-TIME EMPLOYERS # PIGURES REPLECT STATISTICS FOR COMPANY | 1 ONLY !

PORM 3 PART A

LOCATION : National (CANADA) _I_ Pro-	rince/Te	rritor	: 1	berta			Des	ignated	CMA: _			
	VEF BR	PLOTEES		ABORIG	INAL PS	OPLES	PERSON DISABI			NENBER		ITES
SALARY RANGES	TOTAL	1	WORBN	TOTAL		AOREN	TOTAL		: YOMEN	TOTAL		KSHOV;
	Col.1	•	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER \$ 10,000	. 0	; 0	, 0	. 0	, 0	; 0	0	; 0	; 0	0	0	; (
\$ 10,000 - \$ 14,999	3	2	1	0	0	0	0	0	0	0	0	; (
\$ 15,000 - \$ 17,499	4	3	1	0	0	0	0	0	0	0	0	
\$ 17,500 - \$ 19,999	6	2	4	0	0	0	0	0	0	2	0	
\$ 20,000 - \$ 22,499	6	1	5	0	0	0	1	0	1	0	0	. (
\$ 22,500 - \$ 24,999	9	2	1	0	0	0	0	0	0	2	1	. 1
\$ 25,000 - \$ 27,499	31	17	14	1	0	1	0	0	0	0	0	0
\$ 27,500 - \$ 29,999	37	21	16	0	0	0	0	0	0	1	1	0
1 30,000 - 1 34,999	149	125	24	1	3	0	5	1	2	1	1	0
\$ 35,000 - \$ 39,999	50	45	5	0	0	0	0	0	0	1	1	0
1 40,000 - 1 49,999	61	60	1	2	2	0	1	l	0	0	0	0
\$ 50,000 - \$ 69,999	40	39	1	1	1	0	0	0	0	1	0	1
\$ 10,000 AND OVER	1	1	0	0	0	0	0	0	0	1	1	0

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALARY SUMMART: PREMAMENT PART-TIME SMPLOTESS * PIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART 8

Canadian Preightways Limited	!	INDUSTR	IBS									
LOCATION : National (CANADA) _I_P	rovince/Te	rritory	: _Al	berta			Des	ignated	CMA:			
	ALL EN	PLOTEES		ABORIG	INAL PE	OPLES	PERSON			; WEMBER ; VISIBL		ITIES
SALARY RANGES	NUMBER	1	1	NUMBER	1	1	TOTAL	1	1	TOTAL	1	WOMEN
		Col.2					;Col.7					
UNDBR \$ 2,500	. 0	; 0	, 0	0	, 0	; 0	0	, 0	; 0	0	0	
\$ 2,500 - \$ 4,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 5,000 - \$ 7,499	0	0	0	0	0	0	0	0	0	0	0	
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	(
\$ 10,000 - \$ 12,499	6	4	2	0	0	0	0	0	0	0	0	(
\$ 12,500 - \$ 14,999	7	0	7	0	0	0	0	0	0	0	0	(
\$ 15,000 - \$ 17,499	1	0	1	0	0	0	0	0	0	0	0	0
\$ 17,500 - \$ 19,999	1	0	1	0	0	0	0	0	0	0	0	0
\$ 20,000 - \$ 24,999	1	0	1	0	0	0	0	0	0	0	0	0
\$ 25,000 - \$ 29,999	20	14	6	0	0	0	0	0	0	0	0	0
\$ 30,000 - \$ 39,999	1	1	0	0	0	0	0	0	0	0	0	0
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF EMPLOYEES	37	19	18	0 ;	0	0	0;	0;	0	0;	0	0

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMAMENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY!

NAME OF BUSINESS : Canadian Freightways Limited		INDUST Industr			ANSPORT			AGE	REPORT	ING PER	: 00	1989
1	Province/Te	rritory	:Al					ignated	CHA: _			
	ALL EN	PLOTEES		1	INAL PE		DISABI			WENBER:	E HINOR	ITIES
OCCUPATIONAL GROUPS	HUNBER	4	i	TOTAL	HEN	AONEN ;	TOTAL NUMBER	HEN	AON BM	TOTAL	HEN	WOMEN
	Col.1	Col.2	Col.1	Col.4	Col.5	Col. 6	Col. 7	Col.8	Col.9	Col.10	Col.11	Col. I
IPPER LEVEL MANAGERS	. 0							. 0		•		
IDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	1
ROFESSIONALS	7	7	0	0	0	0	0	0	0	1	1	
BMI-PROPESSIONALS ND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
UPERVISORS	. 0	0	0	0	0	0	0	0	0	0	0	!
ORENEN/WONEN	0	0	0	0	0	0	0	0	0	0	0	
LERICAL WORLERS	30	6	24	1	0	1	0	0	0	1	0	
ALES WORKERS	14	11	1	0	0	0	0	0	0	1	0	
ERVICE WORLERS	0	0	0	0	0	0	0	0	0	0	0	
KILLED CRAFTS AND RADES VORKERS	0	0	0	0	0	0	0	0	0	0	0	
EMI-SKILLED ANUAL WORLERS	31	31	0	0	0	0	0	0	0	0	0	
THER MANUAL WORKERS	8		0	0	0	0	1	1	0	0	0	:
OTAL NUMBER OF EMPLOYEES HIRED	; 90;		27	1	0 ;	1	1;	1;	0 ;	3;	1,	

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PART-TIME EMPLOYEES HIRED *

FORM 4 PART B

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0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

PIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

..... ! NAME OF BUSINESS : ; INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | Canadian Freightways Limited INDUSTRIES | LOCATION : ___ National (CANADA) _ I_ Province/Territory : _Alberta ___ Designated CMA: ___ | ALL EMPLOTEES | ABORIGINAL PROPLES | PERSONS WITH | MEMBERS OF | DISABILITIES | VISIBLE MINORITIES ------HONEY HEN JATOT, MENOY, MENO JATOT, MENOW, MENOY, MENOW, MENOW, MENOW, JATOT, MENOW, MENOW, MENOW, MENOW, JATOT, MENOW, MENOW, JATOT, MENOW, M OCCUPATIONAL GROUPS (NUMBER; | NUMBER; | NUMBER; | NUMBER; -------[Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.5 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | UPPER LEVEL MANAGERS 0; MIDDLE OR OTHER MANAGERS 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 PROFESSIONALS SENT-PROPESSIONALS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; AND TECHNICIANS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; FOREMEN/WOMEN 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; CLERICAL WORKERS 19; 0; 19; 0; 0; 0; 0; 0; 0; 0; 0; SALES WORKERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

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TOTAL NUMBER OF EMPLOYEES HIRED ; 38; 18; 20; 0; 0; 0; 0; 0; 0; 0; 0; 0;

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SERVICE WORKERS

SKILLED CRAFTS AND

TRADES WORKERS

t Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

PERMANENT FULL-TIME SMPLOYERS PROMOTED *

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 5 PART A

NAME OF BUSINESS : Canadian Freightways Limited		INDUST INDUSTR		CTOR: TR	ANSPORT	ATION A	ND STOR	AGE	REPORT	ING PER	IOD:	1989
LOCATION : National (CANADA) _X_ Pro-	viace/Te	rritory	:Al	berta			Des	ignated	CHA:			
						OTED DU						
	YET BM	PLOYEES		ABORIG	INAL PE	OPLES	PERSON DISABI			HEMBER		ITIES
OCCUPATIONAL GROUPS	TOTAL	1		TOTAL	1		TOTAL	1	WOMEN	TOTAL		AOHEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col. 6	Col.7	Col.8				Col.12
UPPER LEVEL MANAGERS	0			,			1					
MIDDLE OR OTHER MANAGERS	1	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	9	0	0	. 0	0	0	0	0	0	0
SEMI-PROPESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	3	3	0	0	0	0	0	0	0	0	0	0
POREMEN/VONEN	2.	2	0	0	0	0	0	0	0	0	0	.0
CLERICAL WORKERS	3	1	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORLERS	0	0	0	0	0	0	0	0	0	0	0	0
SEILLED CRAPTS AND TRADES WOREERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SEILLED MANUAL VOREERS	3	1	2	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0;				0		0		0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	16	12;	41	0 :	0;	0;	0;	0 ;	0 ;	0;	0 ;	- 1
TOTAL NUMBER OF PROMOTIONS	16:									0:		,

^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PART-TIME EMPLOYEES PROMOTED * FIGURES REFLECT STATISTICS FOR COMPANY I ONLY!

FORM 5 PART B

HAME OF BUSINESS: Canadian Freightways Limited						TATION						1989
LOCATION : National (CANADA) _I_ Pro	ovince/Te	rritory	:A	lberta			Des	ignated	d CHA:			
	EMPLOY	PES PRO	NOTED TIONAL	EMPLOY!	RES PROP	OTED DU	RING TH THIN VE	E YEAR	ARE TO	BE REPO	RTED OF	WLY
	ALL EN	IPLOYEES		; ABORIO	SINAL PE	OPLES	PERSON DISABI	S VITH LITIES		MEMBER	S OF B HINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL	MEN	AOHEN	TOTAL	HEN	HOHEN	TOTAL : NUMBER	HEN	WONEN	TOTAL : NUMBER	HEN!	HONEN
	Col.1	Col.2	Col.3	(Col.4	;Col.5	Col.6	Col.7	Col.8	[Col.9	Col.10	:Col.11	:Col.12
UPPER LEVEL MANAGERS				0					0			
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	, 0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROPESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORLERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORLERS	0	0	0	0	0	0	0;	0	0	0	0	0
SKILLED CRAPTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL VORKERS	0	0	0	0	0	0	0	0	0;	0;	0	0
OTHER NAMUAL WORKERS	0						0;	0;	0	0;	0	0;
TOTAL NUMBER OF EMPLOYEES PROMOTED	: 0:	0:	0 !	0 !	0 !	0!	0 1	0.1	0:	0.4	D.	٨١
TOTAL NUMBER OF PROMOTIONS	! 0!	e====== 9!	:::::::		n:	a======	0,	0'		01		======

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY

FORK & PART A

PIGURES REFLECT STATISTICS FOR COMPANY | ONLY !

PERMANENT PULL-TIME EMPLOYEES TERMINATED :

NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 Canadian Preightways Limited ! INDUSTRIES ___ Designated CMA: ; LOCATION : ___ National (CANADA) _ I_ Province/Territory : __Alberta ABORIGINAL PROPLES PERSONS WITH ALL BUPLOYEES !XEMBERS OF DISABILITIES :VISIBLE HINORITIES OCCUPATIONAL GROUPS HENOV; HEN JATOT, MENOV, MEN JATOT, MENOV; MEN JATOT, MENOV, MEN JATOT. :NUMBER: WUNBER! ! NUMBER! ; NUMBER! Col.1 [Col.2 [Col.3 [Col.4 [Col.5 [Col.6 [Col.7 [Col.8 [Col.9 [Col.10[Col.11]Col.12] UPPER LEVEL MANAGERS 0; 0; 0; 0; 0; 0; 0; 0; 0; 0: HIDDLE OR OTHER HANAGERS -11 0: 0: 0 ! 0: 0! 0 ! 0! 0: PROPESSIONALS 5! 51 0: 0: 0: 0 ! 0: 0: 0! 0: SENI-PROPESSIONALS 0: 0 ! 0: Ď: 0! 0 1 0: 0: D 1 0: n i AND TECHNICIANS SUPERVISORS 1! 1! 0: 0 ! 0: D! 0! ō: 0! FORENEN/VONEN 0: 0.1 0: 0! 0: ō : 0: 0 5 0.1 8.1 n 4 0.4 CLERICAL WORKERS 3! 23! 0 ! 0 ! 0 ! 0: 0: 0: 5! 0 ! 0: SALES VOREERS 10! 10! 0; 0.5 0; 0; 0! 0; 0 5 0 ; 0; 0; SERVICE YORKERS 0 1 0! 0! 0: 0 ! 0 : 0 ! 0 ! 0: 0: 0: 0: SEILLED CRAFTS AND Ö! 0: 0 ! 0: 0 ! 0: 0 ! Đ: Ď! 0 ! TRADES VORKERS SENT-SETTLER 0: 26! 26! 0.1 0.1 0; 0.5 0: Ō! 0: 0: 0: MANUAL VORKERS OTHER HANUAL VORIERS 5! 5! 0: 0! 0 : 0 ! 0 ! 1! 1: 0! 0: 0 ! TOTAL NUMBER OF EMPLOYEES TERMINATED : 74; 51; 23; 0; 0; 0; 1; 1; 0; 0; 0; 0:

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^{*} Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT PART-TIME EMPLOYEES TERMINATED *

FIGURES REFLECT STATISTICS FOR COMPANY ! ONLY !

FORM 6 PART B

! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 ! ! NAME OF BUSINESS : Canadian Freightways Limited !INDUSTRIES LOCATION: ___National (CANADA) _ I_ Province/Territory: __Alberta ___ Designated CMA: _____ ALL EMPLOYERS ABORIGINAL PROPLES PERSONS WITH DISABILITIES VISIBLE MINORITIES OCCUPATIONAL GROUPS TOTAL | WEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL | MEN | WOMEN | HUMBER: HUMBER: HUMBER: HUMBER: [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL HANAGERS 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: MIDDLE OR OTHER HANAGERS 0: 0; 0; 0; 0; PROFESSIONALS 0: 0; 0: 0; 0; 0; 0: SEMI-PROFESSIONALS 0! 0: 0: 0: 0: 0 ; 0; 0; 0: 0: 0! AND TECHNICIANS SUPRRVISORS 6: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: B t FORRKRY/WOKEN 0! 0: 0! 0: 0 ! 0; 0 ! 0: . 0: 0; 1: 11: 0: 0: 0; CLERICAL WORKERS 12! 0: 0: 0: 0: 0: 0: SALES WORKERS 0: 0: 0: 0: 0: 0 ! 0: 0: 0! 0 ! 0! 0 SERVICE WORKERS 0: 0: 0: 0: 0: 0: 0: 0; 0: 0: 0 ! SKILLED CRAFTS AND 9! 01 0: 0: 0: 0; 0 ! 0: TRADES VORKERS SEMI-SKILLED 1! 1: 0: 0: 0: 0: 0: 0: 0 ! 0 ! 0.5 HANUAL WORKERS OTHER HANUAL WORKERS 9; 8; 1; 0; 0; 0; 0; 0; 0; 0; TOTAL NUMBER OF EMPLOYEES TERMINATED : 22: 10: 12: 0: 0: 0: 0: 0: 0: 0: 0: 0:

^{*} Use separate Parts for permanent full-time and temporary employees

. NAME OF BUSINESS . ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1953 INDUSTRIES Canadian Freightways Limited ; LOCATION : ____National (CANADA) _I_ Province/Territory : __British Columbia_____ Designated CMA: ____ TOP AND QUAR-ALL EXPLOTEES ABORTGINAL PEOPLES PERSONS WITH HENBERS OF SELTITIBES 101 BOTTON OF ITER IVISIBLE MINORITIES SALARY RANGE! ## HONCE HEN LYONER LOTAL LINER LYONER LOTAL LINER LYONER LOTAL LINER LYONER OCCUPATIONAL GROUPS ; (NUMBER; ; NUMBER; !NUMBER! ! NUMBER! [Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | Col.13 | Col.1 ! 4 ! 0! 0! 0! 0! 0! 0! 0! 0! 0! 0! UPPER LEVEL NAMAGERS 0: 0: 0! 0: 0: 6: 3 ! 0.1 0.5 0; 0 ! 0 ! 0: 2 ! 0: 0 : 0: 0! 0: 0: 0: 0 ! 0: 0 ! 0: 0: 1 : 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: MIDDLE OR OTHER MANAGERS ; 45,000 - ; 4 ; 3; 3; 0: 0 ! 0.5 0 ! 0 ! 0 ! 0: 0: 0.1 49,999 ! 3 ! 41 41 0: 0 : 0 ! 0: 0 : 0 ! 0: 0 ! 35.000 - 1 2 1 . 11; 11! 0 ! 0 ! 0: 01 0 ! 0: 0 ! 0: 0: 0 : 39.999 1 1 1 4: 41 0 ! 0 ! 0: 0: 0 ! 0: 0 ! 0 ! 0 : 0 ! 0: 0 ! PROFESSIONALS 1 4 1 0 ! 0! 0: 0 ! 0: 0.8 0: 0.1 0.1 0.1 3 : 0: 0 ! 0 ! 0: 0 : 0: 0: 0 ! 0: 2 : 0: 0: 0 ! 0: 0: 0: 0 ! 0: 0 ! 0 : 0: 0 ! 1 1 01 0 ! 0: 0 ! 0 ! 0 ! 0! 0! 0 ! 0! SEMI-PROFESSIONALS ! 4 ! 0! 0! 0: 0 : 0! 0 ! 0 : 0: 0: 0 ! 0: 0.5 0 ! 3 0: 0: 0: 0 ! 0 ! 0: 0 ! 0 ! 0 ! 0! 8 ' AND TROUBLETANS 2 0 ! 0: 0: 0 ! 0: 0: 0: 0: 0 ! 0: 0.5 0 : 0 : 1 0: 0: 0 : 0: 0: 0 : 0; 0; 0: 0; 0 ! 0 ! SUPERVISORS 25,000 - : 4 : 0: 0: 0 ! 0: 0 ! 0: 0: 0 ! 0 ! 0 ! 0 : 27.499 1 3 1 . 0: 0! 0! 0: 0: 0 ! 0: 0 : 0: 0: 0: 0: 0: 0: 0 1 0.1 25.000 - 1 2 1 0 ! 0 ! 0: 0 ! 0 ! 0.5 1 ! 1! 0: 0: 0: 0: 0: 0; 0: 27.499 1! FOREMEN/WOMEN 40,000 - 1 4 1 5 ! 5.1 0 ! 0: 0: 0: 0 ! 0: 0: 0: 0: 0: 0; 0; 14,999 ! 3 : 2: 2; 0; 0; 0; 0.1 0: 0: 0: 0: 30,000 - ; 2 ; 0; 0; 0; 0: 0: 0: 0: 0: 0: 0: 0: 0: 0; 0; 0; 0; 0; 0; 0; 0; 34,999 ; 1 ; 3; 3; 0;

^{*} Use separate Parts for permanent ** I refers to the lowest salary quarter; part-time and temporary employees 4 refers to the highest salary quarter/

TOTAL MENN MONEN TOTAL MENN MUNER	`		TER	ALL EN			1			DISABI	LITIES		HENBER; VISIBL	ROHIH 3	ITIES
CGLI CG	OCCUPATIONAL GROUPS	JADARI KANGE	1 6 6	TOTAL	HEN	HOMEN	TOTAL	HEN	, MOMEN	TOTAL	; MEM	WOMEN!	TOTAL	HEN	WOKE
CLERICAL VORTERS 30,000		,	4	Col.2	Col.3	Col.4	Cal.5	Col.6	Col. 7	Col.8	Col.9	[Col.10	Col.11	Col. 12	
34,999 3 18 6 12 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0															!
20,000 2 10 0 10 1 0 1 0 0 0		34,999	1	18	6	4	1	1	*	. 0	0				
22,199 1		20,000 -	2	10	0	,				1		,	1	4	
SALES VORTERS 50,000 - 4								0:	0	0	; 0	. 0			
S4,999 3 1 1 0 0 0 0 0 0 0 0					1	. 0	0.	0	0.	0	. 0	. 0	0		
20,000 - 2		54,999	3	1		0	0	0	0	. 0	0	0		0	
22,499 1 3 2 1 0 0 0 0 0 0 1 0		20,000 -	2	17	15	2	0	0	0	0	0		0	0	
SERVICE WORKERS 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						1	0	0	0	0	0				
1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0	0	0 1	0 ;	0	0	0;	0	0 :		
2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			1	0			0	0	. 0	0	0 ;	,		0	
II 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			2	0	0	- 1	0	0;	. 0	,	1	0	D;	0	
SKILLED CRAFTS AND 4						0	0;	0	0						
TRADES VORTERS 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0;	0 ;	0;	0;	0;	0;	0;	0	0;	0 ;	
1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TRADES WORKERS		3	Ö,		- 1				,	,		,	,	
EMI-SKILLED 60,000 - 4 13 13 0 0 0 0 0 0 0 0 1 1 1; IANUAL WORKERS 64,999 3 17 17 0 0 0 0 0 0 0 0 0 0 0 0 17,500 - 2 134 132 2 3 3 0 4 4 0 7 7; 19,999 1 13 13 13 0 0 0 0 0 0 0 0 0 0 0 THER MANUAL WORKERS 35,000 - 4 20 20 0 2 2 0 2 2 0 1 1 1; 39,999 3 15 15 0 0 0 0 0 0 0 0 0 0 0 0 27,500 - 2 6 5 1 0 0 0 0 0 0 0 0 0 0 0 29,999 1 5 5 5 0 0 0 0 0 0 0 0 0 0 0			2	0	0	0	0;	0;	0;	0	0	0	0	0	
EXILED 60,000 - 4 13; 13; 0; 0; 0; 0; 0; 0; 0; 0; 0; 1; 1; ANUAL WORKERS 64,999 3 37; 37; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;															
ANUAL WORKERS 64,999 3 37 37 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			4 }	13;	13;	0 ;	0;	0;	0 ;	0;	0;				
17,500 - 2 134 132 2 3 3 0 4 4 0 7 7 1 19,999 1 13 13 13 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ANUAL WORKERS	64,999		37;	37;	0	0 ;	0	0	0	0	0	0	0	
19,999 1 13 13 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		17,500 -	2	134	132	2;	3;	3;	0	4	4	0	1;	7	
THER MANUAL VOREERS 35,000 - 4 20, 20, 0, 2, 2, 0, 2, 2, 0, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	*************************			13	13	0	0	0;	0;	0;					
27,500 - 2 6 5 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			4 }	20;	20;	0 1	2;	2;	0 ;	2;					
27,500 - 2 6 5 1 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;		39,999	3	15	15	0;	0;	0 :	0 :	0;	0;	0;	0;	0	
		27,500 -		6	5	1	0;		,		0;	0;	0;	0;	
			1			0;	0;	0;	0;	0;	0;	0;	0;	0;	

^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

Canadian Freightways Lia 	(CANADA) _X	Prov	ince/Te	rritory	:8:	itish C	olumbia		Des	ignated	CHA:		• • • • • • •	
· · · · · · · · · · · · · · · · · · ·		QUAR-					• • • • • • •	OPLES	PBRSON	S WITH		; WENBER	S OF	
OCCUPATIONAL GROUPS	SALARY RANGE	**	TOTAL	MEN	YONEN	TOTAL	, KEN	; YOHEN	TOTAL	NEH.	NONEN	TOTAL	:NBH	LYONE
	Col.1	ţ (;	
			:=====			:=====					;Col.10	Col.!! 	;Col.12 ======	Col.
UPPER LEVEL MANAGERS			0						0			0		
		3	0	0	0	0	0	0	0	0	0	0	0	1
		2	0	0	0	0	0	0	0	0	0		0	
		1	0	0	0	0	0	0	0	0	0	0	0	1
GIDDLE OR OTHER MANAGERS									0:					

		2												
						0			!					
***************************************	=	1 ;						0						:::::
ROFESSIONALS		1			0			0	0;	0		0 ;	0	
		3	0;	0	0	0	0	. 0	0	0	0			
			0	0 :	0	0	0	0	0	0	0	0	0	
		1	0;	0;	0	0	0	0		0	0	0;	0	
EMI-PROPESSIONALS									0 !			0!		:::::
ND TECHNICIANS									0:					
NO IBOURTOLING														
			0;						0;					
UPERVISORS		4	- 1	* 1	- 1	* 1	* 1	0;	0;		0;			
		3	0;	0;	0	0;	0	0	0;	0 :	0;	0;	U ;	
		2 ;	0	0	0;	0.	0;	0		0 ;	0 :	0 :	9;	
		1	0	0	0	0;	0;	0;	0;	0;	0;	0 ;	0	
HENDY/KEMEN		4 ;							0;				0 ;	
		1				0:			0:			0:		
	l								0;					
	1													
			0;			0;				0 ;		0;		

·		TER	1			ABORIG			DISABI	LITIES		HENBER VISIBL	RONIK	
OCCUPATIONAL GROUPS	1	1	TOTAL	HEN	MOMEN	TOTAL NUMBER	HEN:	YONEN	TOTAL	N 8 N	M3 NOV	TOTAL HUMBER	HEN	(WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Cal.6	Col:.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.
CLERICAL VORKERS	30,000 -					. 0			0			; ======:		:::::
	34,999	1	,	•	•	. 0	,	•	,					
	20,000 -	2		0				0		0	0	,		
	22,499	1		0					1	0				
SALES VORKERS	1											0		, ::::: !
AULU TORABAU														
		2	0											
					======									
ERVICE WORKERS	0 1 6 8		0;	0		0		0;		,		0		
	 		. 0	0	0 ;	0	0;		0		0	0;	0;	
		2	0;	0	0	0		* 1	0	0;	0	0;	0;	
	 	1	0		- 1			- 1				* 1	0	
KILLED CRAFTS AND	1	-			0		0;	0;	0	0;	0			
RADES YORKERS		1	0	0	0	0;		0;	0	,		0	. 0	
		2	0	0	0		0	,	0	0	0	0	0	
		1	- 1							1			0;	
EKI-SKILLED		4 ;	0;				0;	0;					0;	
ANUAL WORKERS		3	0;	0;	0;	0;	0;	0;	0;	0;	0 ;	0;	0;	
		2	0;	0;	0;	0;	0;	0;	0;	0;	0;	0;	·····; 0;	
		1	0:	0 !	0:	0:	0:	0:	0 !	0:	0:	0:	0 :	
THER NANUAL YORKERS	30,000 -		11:					======			::::::	:::::::		::::
I CONTRACT TOURS								0:			;			
	10,000 -		: !!	 	0; 		0; ; 0:	0; 0:	;	0;	0;	0;	0;	
	1					0;				0;		0;	0;	
: ::::::::::::::::::::::::::::::::::::	12,499 ;	1 ;	; 8	;8	0;	- 1	0;	0;	7.9	* (0;	0;	0;	

^{** !} refers to the lowest salary quarter; I refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY SALARY SUMMARY: PERMANENT PULL-TIME EMPLOYEES *

PIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

FORK 1 PART A

! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: NAME OF BUSINESS : INDUSTRIES Canadian Preightvags Limited National (CANADA) _X_ Proviace/Territory : __British Columbia_ ____ Designated CMA: _____ !ABORIGINAL PEOPLES : PERSONS VITH : XEMBERS OF ALL EMPLOYEES DISABILITIES VISIBLE KINORITIES HEN TOTAL HEN TOTAL HEN THOMEN TOTAL HEN TOTAL HEN TOTAL HEN TOTAL SALARY RANGES ; NUMBER; [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 UNDER \$ 10,000 ; 0; 0; 0; 0; 0; 0; 0; 0; 0: 0: 0: 0: 0: 0: \$ 10,000 - \$ 14,999 ; 0; 0; 0; 0: 0; 0; ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; \$ 15,000 - \$ 17,499 2; 2; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; \$ 17,500 - \$ 19,999 ------4 3 1 0 0 0 0 0 0 0; 0; 0; 1 20.000 - 1 22.199 0 1 0: 0: 0: 0: 0; 0; 0 \$ 25,000 - \$ 27,499 | 12; 7; 5; 0; 0; 0; 0: 11 11 0 ! 0: \$ 27,500 - \$ 29,999 ; 32; 18; 14; 2 ! 1; 3 ! 3: 5; 4; 1: 1 30.000 - 1 34.999 : 181; 161; 0! 1 441 431 1.5 0: 0: \$ 35,000 - \$ 39,999 0! 1 51! 51! 0: 0: 0; 0; 0: 0: 0: 0 \$ 40,000 - \$ 49,999 0: 0: 0; 0: 0.5 - 15 1.5 \$ 50,000 - \$ 69,999 : 20: 20: 0; 0 ! 0: : 0: 0: 0; 0; 0; 0: 0 ! 0 ! 0: 0: \$ 70,000 AND OVER ; 353; 308; 45; 7; 5; 2; 6; 6; 0; 12; 9; 3; TOTAL NUMBER OF EMPLOYEES

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^{*} Use separate Parts for permanent part-time and temporary employees

SALART SUMMARY: PERMANENT PART-TIME EMPLOYEES #
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY!

FORM 3 PART B

; NAME OF BUSINESS : Canadian Preightways Limited		INDUSTR		O I UR I I	ANDI VAL		ND STOR		REPORT			1989
LOCATION : National (CANADA) _X_ Pr	ovince/Te	rritory	: _Br	itish C	olumbia	-	Des	ignated	CHA: _			
	YPP EX	PLOYEES		ABORIG	INAL PE	OPLES	PERSON			XENBER VISIBL	S OF ROWIN B	ITIES
SALARY RANGES	TOTAL		YONEN.	TOTAL		Kanor;	TOTAL		AONEN	TOTAL		(NONE)
	Col.I	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.
UNDER \$ 2,500	0.	; 0	; 0	. 0	0	; 0	. 0	; 0	; 0	0	0	
\$ 2,500 - \$ 4,999	0	0	0	0	. 0	0	0	0	0	0	0	
\$ 5,000 - \$ 7,499	0	0	0	0	0	0	0	0	0	0	0	
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	. 0	
\$ 10,000 - \$ 12,499	5	. 5	0	0	0	0	0	0	0	0	0	
\$ 12,500 - \$ 14,999	2	2	0	0	0	0	0	,	0	0	0	
\$ 15,000 - \$ 17,499	1	1	0	0	0	0	0	0	0	0	0	
\$ 17,500 - \$ 19,999	1	1	0	0	0	0	0	0	0	0	0	
\$ 20,000 - \$ 24,999	1	0	1	0	0	0	0	0	0	0	0	1
\$ 25,000 - \$ 29,999	6	2	1	0	0	0	0	0	0	1	0	
\$ 30,000 - \$ 39,999	111	10	1	0	0	0	0	0	0	0	0	
\$ 40,000 - \$ 49,999	0	0	0	0	0	0	0	0	0	0	0	
\$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	
OTAL NUMBER OF EMPLOYEES	21	21	6	. 0	. 0	; 0	. 0	. 0	; 0	::::::: ! !	: 0	:::::

^{*} Use separate Parts for permanent full-time and temporary employees

FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

: NAME OF BUSINESS : Canadian Preightways Limited		INDUST Industr		CTOR:TR	ANSPORT	Y HOLLY	NO STOR	AGE	REPORT	'ING PER	100:	1989
	_ Province/Te	rritory	:8r	itish C	olumbia	-	Des	ignated	CMA: _			
	YEE SX			1			PERSON	LITIES		MEMBER VISIBL	S OF E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL	KEN	H3HOV.	HURBER :	HEN	AONEN	TOTAL	HEN	YOHEN	TOTAL	-	H3HOW:
	Col.1	Col.2		Col.4	Col.5	Col.6		Col.8	Col.9	Col.10	Col.11	
UPPER LEVEL MANAGERS	0									0		1
ALDOLE OR OTHER MANAGERS	2	2	0	0	0	0	0	0	0	0	0	
PROPESSIONALS	0	0	0	0	0	0	0	0	0	0	ō	
ENI-PROPESSIONALS ND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
UPERVISORS	. 0	0	0	0	0	0	0	0	0	0	0	
OBENEN/AOREN	2	2	0	0	0	0	0	0	0	0	0	1
LERICAL WORKERS	6	4	2	0	0	0	0	0	0	0	0	
ALES VORKERS	10	8	2	0	. 0	. 0	0	0	0	1	0	1
ERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEILLED CRAFTS AND RADBS VOREBRS	0	0	0	0	0	0	0	0	0	0	0	
EKI-SKILLED KANUAL VORKERS	- 41	41	0	0	0	0	1	1	0	0	0	
OTHER MANUAL WORKERS	7		1			1	1			1	1	i
OTAL NUMBER OF EMPLOYEES HIRED	; 68	64	1 4	; 0	: 0	; 0	1	1	: 0	1	. 0	t I

^{*} Use separate Parts for permanent part-time and temporary employees

PREMANENT PART-TIME EMPLOYEES HIRED *
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 4 PART B

! INDUSTRIAL SECTOR:TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | ! NAME OF BUSINESS : ! INDUSTRIES |Canadian Freightways Limited : LOCATION : ___ National (CANADA) _ I_ Province/Territory : __ British Columbia ___ Designated CMA: ____ ABORIGINAL PROPLES PERSONS WITH DISABILITIES VISIBLE WINORITIES TOTAL NEW TOTAL TOTAL NEW TOTAL NEW TOTAL NEW TOTAL NEW TOTAL NEW TOTAL OCCUPATIONAL GROUPS 'NUMBER! | NUMBER: | NUMBER: | NUMBER: [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | 1 . 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL MANAGERS 0 : 0 ! 0: 0: 0: 0; 0; 0; 0; 0; 0; HIDDLE OR OTHER MANAGERS 0 ! 0 ! 0! PROFESSIONALS 0! 0: 0: 0: 0: 0 : 0: 0 : 0 ! 0: 0: 0! 0 ! 0! 0: 0 5 SEMI-PROFESSIONALS 0: 0 : 0 ! 0: 0 ! AND TECHNICIANS 0! 0 ! 0 : 0 ! 0: 0! 0: 0: SUPERVISORS 0: 0: 0: 0 ; 0: 0.1 0; 0: 0: 0: FORENEN/WOMEN 0 ! 0: 0 ! 81 CLERICAL WORKERS 2: 5! 0.1 0! 0 ! 0 ! 0 ! 0 ! 0 ! 0 ! 0: 0 ! 0 ! 0.4 0: SALES WORKERS 0.1 SERVICE WORKERS 0: 0: 0: 0 ! 0 ! 0: 0! 0! 0! SKILLED CRAFTS AND 0 ! 0 ! 0 ! 0 ! 0: 0: 0: 0: 0.5 TRADES WORKERS 0: 0: 0: 0: 0: 0: 0; 0; 0; 0; 0; 0; SEMI-SKILLED MANUAL WORKERS 38; 37; 1; 0; 0; 0; 0; 0; 0; 0; 0; OTHER MANUAL WORKERS

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PERMANENT FULL-TIME EMPLOYEES PROMOTED * FIGURES REPLECT STATISTICS FOR COMPANY | | ONLY !

FORM 5 PART A

LOCATION : National (CANADA) _I_	Province/Te	rritor	: _8r	itish (columbia		Des	ignated	CMA:			
	1									BE REPO BEEN LA		
	ALL SM	PLOYEES		ABORIO	INAL PE		DISABI	LITIES		MEMBER VISIBL	E MINOR	
OCCUPATIONAL GROUPS	TOTAL	1		NUMBER	•	1	TOTAL NUMBER	HEN	WOMEN	TOTAL	HEN!	WOMEN
	Col.1	Col.2	Col.3	Col.4	1	Col. 8	Col.7	Col.8	4	Col.10	1	
UPPER LEVEL MANAGERS	0		: 0			1 0	1		; 0	1		
AIDDLE OR OTHER MANAGERS	2	2	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	1
SEMI-PROPESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPBRYISORS	0	0	0	0	0	0	0	0	0	0	0	
ORENEN/YONEN	3	3	0	0	0	0	0	0	0	0	0	
CLERICAL WORLERS	3	1	2	0	0	0	0	0	0	0	0	
ALES WORKERS	2	2	0	0	0	0	0	0	0	0	0	
ERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	
RELLURD CRAPTS AND TRADES YORKERS	0	0	0	0	0	0	0	0	0	0	0	
EMI-SKILLED AHUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	1
THER MANUAL WORKERS	0	0								0	0	
OTAL NUMBER OF EMPLOYEES PROMOTED	10;	8			0					0;	0	

^{*} Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYERS PROMOTED :
FIGURES REFLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 5 PART 8

...... : 223MIZUS TO SHAR ! ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 ! INDUSTRIES Canadian Preightways Limited ; LOCATION : ___ National (CANADA) _X_ Province/Territory : __ British Columbia ____ Designated CMA: ____ EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED! ALL EMPLOYEES (ABORIGINAL PEOPLES (PERSONS VITH (MEMBERS OF VISIBLE MINORITIES DISABILITIES HONOR HEND TOTAL WEN TOTAL WEN TOTAL WEN TOTAL WEN WORK TOTAL WEN WORK OCCUPATIONAL GROUPS (NUMBER; ; NUMBER; ; NUMBER; ; NUMBER; [Col.1 | Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: UPPER LEVEL MANAGERS 0 ! MIDDLE OR OTHER NANAGERS 0: 0: 0: 0: 0: 0: 0: 0: 0! 0! 0! PROFESSIONALS 0! 0! 0! 0! 0! 0! 0! 0! 0! 0! 0.5 SEMI-PROFESSIONALS 0! 0 ! 0! 0: 0: 0: 0: 0 5 0: 0: 0 ! 0 ! AND TECHNICIANS SUPERVISORS 0: 0: 0: 0: 0; FOREMEN/WOMEN 0: 0: 0: 0: 0: 0: 0: 0: 0 ! 0: 0 ! CLERICAL WORKERS 0! 0 ! 0 ! 0 ! 0 ! 0! 0 ! 0: SALES WORKERS 0! 0: 0 ! 0 : 0 ! 0 ! 0 ! 0: 0: 0: 0! SERVICE WORKERS 0: 0; 0! 0 ! 0 ! 0 ! 0: 0 ! 0! 0: SEILLED CRAFTS AND 0: 0: 0: 0: 0: 0: 0 : 0 : 0: TRADES WORKERS SEXI-SKILLED 0; 0; 0; 0; 0: 0; 0; 0: 0: 0: MANUAL WORKERS OTHER MANUAL YORKERS 0: 0: 0: 0; 0; 0; 0! 0; 0: 0 1 0 ! TOTAL NUMBER OF PROMOTIONS ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

^{*} Use separate Parts for permanent full-time and temporary employees

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY PREMAMENT FULL-TIME REPLOTERS TERMINATED * FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 6 PART A

NAME OF BUSINESS: Canadian Preightways Limited		[NDUSTR				'ATION A		LAGE	REPORT	ING PER	1100:	1989
LOCATION : National (CANADA) _X_ Prov	ince/Te	rritory	:8r					ignated	CHA:			
	ALL EM	PLOYEES		ABORIG	INAL PE	OPLES	PERSON DISABI			; VISIBL		LITIES
	TOTAL				1	XONEN	HUNBER	1	AONEN	HUMBER	1	YONEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.	Col.12
UPPER LEVEL MANAGERS	0			0			0					, 0
MIDDLE OR OTHER MANAGERS	5	5	0	, 1	1	Ō	0	0	0	0	0	0
PROPESSIONALS	0	ō	0	0	0	0	0	0	0	Ō	0	0
SEMI-PROFESSIONALS AND TBCHNICIANS	0	ō	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	ō	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	2	2	0	0	0	0	0	0	0	0	0	Ü
CLERICAL WORKERS	6	2	4	0	0	0	0	0	0	0	0	0
SALES WORKERS	10	9	I	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0 ;	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	D	0
SEMI-SKILLED MANUAL WORKERS	12	42	0;	0	0	0	1;	ľ	0	0	0	0
OTHER MANUAL WORKERS	10	10	0	0;	1	0		-				0
TOTAL NUMBER OF EMPLOYERS TERMINATED ;	75!	70:	5;	1;	1;	0;	1;	1;	0 :	0:	0;	

^{*} Use separate Parts for permanent part-time and temporary employees

PREMAMBNET PART-TIME EMPLOYERS TERMINATED # FORM 6 PART B
FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

HAME OF BUSINESS: Canadian Freightways Limited		[HDUST		CTOR: TR	ANSPORT	A HOITA	ND STOR	AGE	REPORT	ING PER	(OD:	1989
LOCATION : National (CANADA)X_	Province/Te	rritory	:Br	itish C	olumbia	-	Des	ignated	CMA: _			
		PLOYERS		1			PERSON:	LITIES		MEMBER:	NOWIH 3	
OCCUPATIONAL GROUPS	TOTAL NUMBER	HEN	HOHEN	TOTAL NUMBER	HEN	HONEN	TOTAL	HEN	: NOWEH	TOTAL	HEN	WOMBH!
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col. 12
UPPER LEVEL MANAGERS	0			4			1			1		
NIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	ō	0	0	0	0	(
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	
SEMI-PROPESSIONALS NND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	0	0	0	0	. 0	. 0	0	0	0	0	(
FOREMEN/WOMEN	0	0	0	9	0	0	0	0	0	0	0	(
CLERICAL WORKERS	9.	4	5	0	0	0	0	0	0	0	0	
SALES VORIERS	0	0	0	0	0	0	0	0	0	0	0	(
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	(
SKILLED CRAFTS AND TRADES VORKERS	0	0	0	0	0	0	0	0	0	0	0	(
SEMI-SKILLED (ANUAL WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
THER MANUAL WORKERS	23	22	1	0	0	0	0	0	0	0	0	(
OTAL NUMBER OF EMPLOYEES TERMINATED	; 34;	28	6	0;	0;	0;	0;	0;	0 ;	0:	0	0

^{*} Use separate Parts for permanent full-time and temporary employees

! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE REPORTING PERIOD: NAME OF BUSINESS : Canadian Freightways Limited ! INDUSTRIES _X_ Designated CMA: __Edmonton LOCATION : National (CANADA) __ Province/Territory : ____ TOP AND QUAR-TALL EMPLOYEES TABORIGINAL PEOPLES TPERSONS WITH THEMBERS OF BOTTON OF TER ; DISABILITIES VISIBLE MINORITIES TOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN OCCUPATIONAL GROUPS (NUMBER; ; NUMBER; ; NUMBER; ; NUMBER; [-----]-----[-----]-----]-----]-----!Col.2 !Col.3 !Col.4 |Col.5 |Col.6 |Col.7 |Col.8 |Col.9 |Col.10 |Col.11 |Col.12 |Col.13 Col.i : 1 1 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL NANAGERS 3 : 0: 0: 0: 0: 0: 0 ! 0: 0: 0: 0: 01 01 2 ! 0 ! 0 : 0: 0: 0: 0: 0.5 0 ! 0 ! 0.5 0! 0 ! 0: 1 ! 0 ! 0 : 0: 0! 0 : 0 ! 0: 0: 0: 0: 0: 0; 0; 0; 0; 0; HIDDLE OR OTHER MANAGERS ! 50,000 - ! 4 ! 3! 0: 0: 0: 3! 0! 54,999 3 2 2: 0: 0: 0: 0: 0: 0.4 0, 0, 0' 0' 35,000 - ; 2 ; 3; 3; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 1 1 2 1 1 0 0 0 0 0 0 0 0! 0! 0! 39,999 1-4 | 0| 0| 0| 0! 0! 0! 0! 0: 0: 0: 0: 0: PROFESSIONALS 3 ! 0 ! 0! 0! 0: 0! 0! 0; 0; 0; 0; 0; 0; 0: 0: 0: 0! 0! 0! 0: 0: 0: 0 : 0: 0; 0; 0; 0: 0; 0; 0.1 0 ! 0 ! 0: 0 ! 0 ! -1 0: 0: 0: 0: 0! 0: 0; 0 : 0: 0! 0! 1 4 1 SEXI-PROFESSIONALS 3 1 0! 0: 0: 0 ! 0: 0 : 0: 0: 0: 0 ! 0: AND TECHNICIANS 0: 0 1 2 1 0: 0; 0; 0! 0! 0: 0 ! 0: 0 : 0 ' 0 ! 0 1 1 ! 0: 0 ! 0: 0: 0 ! 0 ! 0: 0: 0: 0 : 0 : 0: 27,500 - | 4 | 0; 0; 0; 0 ; 0; 0; 0; 0; 0; 0: 0: SUPERVISORS 3 ! 0! 0 : 0: 0: 0: 0.9 0 : 0: 0: 0: 29,999 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 27,500 - .; 2 ! 0; 1; 0; 0; 0; 0; 0: 0; 0; 29,999 1 1 11 0; 0; 0; FORENEN/WOMEN 10,000 - : 1 : 1: 1! 0! 0: 0! 0: 0: 0 : 0: 0: 0: 0: 44.999 3 1 0: 0: 0: 0: 0: 0: 0; 0; 0 ! 0; 0.1 0; 0; 0; 0; 0; 0; 0; 0: 0: 0: 40.000 - 1 2 1 0: 0 : 0: 0; 0; 0; 0; 0; 44,999

^{*} Use separate Parts for permanent ** I refers to the lowest salary quarter;

,		TER	ALL EN			ABORIG		OPLES	PERSON DISABI			WENBER:		RESITES
OCCUPATIONAL GROUPS	SALARY RANGE	1 1	TOTAL	HEN	WARNOW;	TOTAL	NEN		HUMBER	1	t t	TOTAL	1	WOMEN
	Col.1	1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Cal.8	Col.9	Col.10	Col.11	Col. 2	Col.1
CLERICAL WORKERS	30,000 -		1 4	+	0	0	0	; 0	•			,		
	34,999	3	6		4	0	0	0.	0	0	0	0	;	
	25,000 -	2	4	2	2		0	0	0			1	0	
	27,499	1	3				0	0	0	0				
ALES VORKERS	35,000 -	4	5		0		0	0	0	0 :	0	1		
	39,999	3	4	3	-	0	0		0	0	D	0	0	
	22,500 -	2	0	Ď,	- 1	0;	0			1		0	0	
	24,999	1	3			0;	0	0						
ERVICE WORKERS	:=;======;	4	0		0	2.1	0;	0;						
		3	0	0		0	0		0	0	ō	0;	0	
		2	0	0	0	,	0	0	0	0;	0	0;	0	
	i i	1	0;	0;	0		0							
KILLED CRAFTS AND		1	0;	0;	0	0;	0;	,			0			
RADES WORKERS	1 1	3	D	0	0	0	0	0	0	0	0	0	0	****
	†	2	0	0;	Ø;	0	0	0	0	0	0	0	0	
	1 1	1	0;	0;	0	0;	0		0;		0		0;	
EMI-SKILLED	55,000 -	1	22;	22;	0	2;	2;		0;		0;			
ANUAL WORKERS	59,999	1	14	13	ı	0	0	0	0	0	0	0	0	
	12,500 -	2	44	43	I	3	3	0	2	2;	0	0	0;	
	14,999	1	1;	3;	0	0;	0;	0	0;	0;	Ö	0;	0;	
THER MANUAL WORLERS	35,000 -	4	25;	25;	0;	0;	0;	0;	1;	1,	0;	0;	0 ;	
	39,999	3	1	1	ō;	0	0	0	0;	0;	0	0;	0 !	
	15,000 -	Z	0	0	D	0	0	0	0	0 ;	ō	0;	0 ;	
	17,499	1 ;	1;	1;	0;	0;	0 :	0;	0;	0;	0;	0;	0 ;	
TAL NUMBER OF EMPLOYEES		1	153;		13!	5!	5!	0:	3!	3!	0 !	1!	0!	:::::

^{**} I refers to the lowest salary quarter; I refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES: FIGURES REPLECT STATISTICS FOR COMPANY 1 ONLY !

FORM 2 PART B PAGE 1

LOCATION : National (Prov		rritory					_X_ Des				on	
	TOP AND	QUAR-	ALL EX	PLOTEES		1		OPLES	PBRSON DISABI	S WITH LITIES		; VENBER	B WINOR	23171
CCUPATIONAL GROUPS	I ANDRE SANGE	1	TOTAL	HEN	HOHEN	TOTAL NUMBER	HEN	WONEN	TOTAL	MEN	HOMEN	TOTAL NUMBER	HEN	WOMBN
	Cal.1	y a b	Col.2	Cal.3	Col.	Col.5	Col.8	Col.7	Cal.8	Col.9	Col.10	Col. [1	Col.12	
PPER LEVEL MANAGERS		(9	: 0		0		; 0	. 0					!
		3	. 0	. 0	. 0	. 0	; 0	. 0	. 0	0	0	0	0	1
		2	1	0	, 0	. 0	, .	, 0	. 0	1	0	: 0	0	
		1			0	0	0	0	0		0	, ,		
IDDLE OR OTHER HAMAGERS		4	1	; 0	: 0	0	0	0	: 0	0				;
		3	0		0	. 0	0	0	0	0		0	. 0	
		2	. 0	0	1	0	0	0	0		0	. 0	0	
		1	0	1	0		0		0	l	ł	1	1	
ROFESSIONALS		4	0						: 0		; 0			:::::
		3	0	0		0	0	0	0	0	0	0	0	
		2					0		0		1	1		
		1	0			0	0						0	
ENI-PROPESSIONALS			0			r	. 0		*					
ND TECHNICIANS		3	0						0		•	•		
		2	0											
	1	1												ļ
UPERVISORS									: 0:			, .		:::::
0,000,130,00	1 2 3		0											
	1													
		=====												
OREMEN/WOMEN														
1		3												
1	3 8	2 ;	0;	0;	0;	0 !	0;	0 ;	0;	0;	0 ;	0 :	0	

	TOP AND OF HOTTOH OF	QUAR-	ALL EN	PLOYEES		; ABORIG	INAL PE	OPLES	PERSON DISABI	S WITH		HENBER:	S OF E HIHUR	
OCCUPATIONAL GROUPS	, SAUARI RANGE	1 1 1	TOTAL NUMBER	KBK;	AOKEH	;TOTAL ;NUMBER	HEN	NONEN	TOTAL	XEN	: H3 HOX	TOTAL	HEH:	
	,Col.1	i i	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Cal.10	[Col.11]	Cal.12	
CLERICAL WORLERS	27,500 -	1 4	1 4:	0	1 4	; 0	; 0	; 0	. 0	; 0	; 0	0 :	; 0	: 0
	29,999	3	0	0	0	0	0	0	0	0	0		0	
	12,500 -	2	0	0	. 0	.0	0	0	0	0	, 0	: 0 :	0	. 0
	14,999	1			1	0		4			0		0	1
SALES YORKERS		4				,								; 0
	0 5 1	3	1 1		r.	0		,	,	,		0 ;		. 0
		2						,		,		0		0
		1				0				,		0		4
SERVICE WORKERS		4						0		0;				. 0
		3	, ,			'			0	, ,		0		
		2		0		0		,		0	0	,	0	0
		1	, ,			0		,		, ,		0;	0	0
SKILLED CRAFTS AND		=====				•								
TRADES WORKERS		3	, ,			0		0		,	0	0		
		2	0									0:		0
		1	0		0	, ,				0			0	0
SEMI-SKILLED			, ,											
MANUAL WORKERS		1												
INNUA IVELES		2												
		1												
ACTION WITHIN MARKING	,								*******					
OTHER MANUAL WORKERS	35,000 -												0	
	39,999	3 ;	10											
	10,000 -	2												
**************************************									======					::::::;
TOTAL NUMBER OF EMPLOYEES) 0 		,	. ,	0;	,	

^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY OCCUPATIONAL GROUPS: PREMAMENT FULL-TIME EMPLOYEES * PIGURES REPLECT STATISTICS FOR COMPANY | ONLY !

FORM 2 PART A PAGE 1

; HAME OF BUSINESS : [Canadian Freightways Limit	ed			TRUDUST Rtrudustr	I RS	CTOR: TR			NO STOR	AGE	REPORT	ING PER	100:	1389
LOCATION : National (CANADA)	brox	ince/Te	rritory					_X_ Des	ignated	CHA: _	_Calgar	7	
	TOP AND BOTTON OF SALARY RANGE	TER	ALL EN			ABORIG		OPLES	PERSON			; WEMBER ; VISIBL		ITLES
OCCUPATIONAL GROUPS		1 1 1	TOTAL	HEN	WOHEN	TOTAL	HEN	AOREN	TOTAL		HONEN	TOTAL		WOMEN
	Col.1		Col.2							Col.9		Col.11	Col.12	Col.13
UPPER LEVEL NANAGERS		4	1			*			1			1	1	
		3	0	0	0	0	0	0	0	0:	0	0	0	
	70,000 -	2	0	0	0	0		0			,			, ,
	AND OVER	1	4	4		0	0	0	0	0	0	0		: 0;
MIDDLE OR OTHER MANAGERS	70,000 -	4	2 ;											0
	AND OVER	3	7	6	1	0	0					1	0	, -,
	30,000 -	2	. 8	8			- 1	, ,	1	1	1	0	0	0
	34,999	1	11	9		0		0	0	0				
PROPESSIONALS	55,000 -	,	1;	1			0 ;	0	0	0	0	,	0	, -,
	59,999	3	2	2	0			0	0	0	0	0	0	1 1
	30,000 -	2	2	2	0		0	4	,	1		0	0	0;
	34,999	1	1,											
SEMI-PROFESSIONALS		4	0;				0 ;	0						
AND TECHNICIANS		3	0	0				0					0	0;
		2	0	0	0		0	0	0	0;			0	0
		1	0;	0	0		0 ;	0						
SUPERVISORS	45,000 -	4	3;	3;		0;	0;	0						
	49,999	3	1	0	1	0;	0	,	0	0 !	0	0	0	0;
	25,000 -	2	1	1	0;	,	0;	. ,	0	0	0	0 ;	0 ;	0 ;
	27,499	1	1;	1;	0	0 ;	0;	0;			0	0;		
ORENBN/WONEN	40,000 -	1	1;	1;	0 ;		0;	0 :					0;	
	44,999	3	1	1	0;		0	,	0	0	0 ;	0;	0 :	0;
1	30,000 -	2	0	0	0	0 ;	0	0	0 (0 :	0;	0 !	0;	0;
	34,999	1	2;	2;	0;		0;	,	- 1	0;	0 ;	0;	0;	

	BOTTON OF	TER	ALL SH	PLOYEES		ABORIC		OPLES	PERSON:			WENBER VISIBL		ITIES
OCCUPATIONAL GROUPS	SALARY RANGE	1	TOTAL		WOMEN	TOTAL	HEN	4	TOTAL	HEN	i t	TOTAL	1	HONEN
	Col.1	1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.1:
CLERICAL WORKERS	35.000 -	4	24			•							:	
PERIODS KONSONS 1									1					
	39,999	3	29											
	12,500 -	2	11	2	9	0	; 0	; 0 ;		0	; 0 ;	; I ;	1	1
	14,999	1	7			0			1	, .		2		,
SALES WORKERS	40,000 -	4	2							0	0	0	0	1
	44,999	3	3	3	0	•	,	0	0	0	0	0	0	
	20,000 -	2	5	2	3		0	0	0	0	0	0	0	
	22,499	1	3	i	2	0	1	0	1	0	1	0	0	
SERVICE WORKERS		=====	0						0					
1			0			0	0	0			. 0	0	0	
														ļ
		2	0	0	0		0	0			;	0		
		1	0		0		0	,	, .	*		. 0		,
SKILLED CRAFTS AND		4	0				0	0	0	0	0	0	0	1
TRADES VORKERS		3	0	0	0	0	0	0	0	0	0	. 0	0	1
		2	0	0	0	0	0	0	0	0	, 0	0	0	
			0	0	0	0	0	0	0	0	0	0	. 0	
	60,000 -	4	1			•			: 0					
SEMI-SKILLED														
ANUAL WORKERS	64,999	3	11	11		0	0		0	0	0	0	0	} }
	20,000 -	2	43	43		0	*		0	0	0	0	0	
	22,499	1	7	1		0	,	1			, ,	22222	, -	•
OTHER MANUAL WORKERS	30,000 -	4	8			0	. 0	; 0				,		
	34,999	3	7	7	0	0		•	0	0	0	. 0	0	
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	
	17,499	1	2		•	•	•				, .			•
TOTAL NUMBER OF EMPLOYEES			224						::::::::: :					

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

..... ! NAME OF BUSINESS : ! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE | REPORTING PERIOD: 1989 | Canadian Freightways Limited TRUBUSTRIES ; LOCATION : ___ National (CANADA) Province/Territory : __ _X_ Designated CMA: __Calgary ABORIGINAL PEOPLES PERSONS WITH TOP AND QUAR- ALL EMPLOYEES INCHBERS OF BOTTON OF TER DISABILITIES !VISIBLE WINORITIES SALARY RANGE! ** TOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN OCCUPATIONAL GROUPS NUMBER; NUMBER; NUMBER; !NUMBER! Col.1 !Col.2 !Col.3 !Col.4 !Col.5 !Col.8 !Col.7 !Col.8 !Col.9 !Col.10 !Col.11 !Col.12 !Col.13 [4] 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; UPPER LEVEL MANAGERS 0: 0: 0: 0! 3 : 0: 0: 0: 0: 0: 0 ! 0 : 0 ! : 2 : 0: 0; 0; 0; 0; 0; 0 : 0 : 0: 0 ! 0: 0: 0; 0: 0: ! 1 ! 0! 0 ! 0: 0: 0: 0 : 0: 0; 0; HIDDLE OR OTHER MANAGERS 0 ! 0: 0: 0.1 0.5 0 ! 0.5 0 1 0 ! 0 ! 0 1 0 ! 1 4 1 3 0: 0 ! 0 ! 0: 0 : 0 : 0: 0 : 01 0 : 0: 0 : 0 ! 0 ! 0 : 0: 0: 0: 0: 0: 0 ! 0! 0 : 0 : 0: 0: 0 ! 0 1 0 ! 0 ! 0.5 1 : 0: 0; 0.5 0: 0: 0! 0: 0: 0 : 0 ! 0: 0 ! 0: 0: 0 ! 0: 0: PROFESSIONALS 4 0 ! 0: 0: 3 0 ! 0! 0: 0: 0: 0! 0 ! 0: 2 : 0 ! 0: 0: 0: 0 ! 0: 0: 0: 0: 0: 1 ! 0 ! 0: 0 ! 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 81 0: 0: 8 ! 0! 0! 0! 0.1 0: 0 ! SENI-PROFESSIONALS 1 4 1 0; 0: 0: 0: 0: 0 ! 0.4 0 1 3 ! 1 0: 0 ! 0: AND TECHNICIANS 0 ! 0: 0; 0: 0 ! 0 ! 0 : 0! 0: 9 1 0 ! 0.5 0 ! 0 ! 0: 1 0: 0: 0: 0: 0; 0; 0.5 0.5 0 ! 0: SUPERVISORS 4 1 0 ! 0 ! 0 : 0 ! 0 ! 0: 0 ! 0 : 0: 0: 0: 0: 0; 0; 3 : 0: 0 ! 0 ! 0: 0 ! 0 ! 0! 0 ! 0! 0! 0; 0; 0 ! 0; 0: 0: 2 : 0; 0; 0; 0 ! 0 : 01 0.1 0.1 0: 0: 0: 0: 0: 0: 0: 0: - 1 7.1 0: 0: 0: 0 : 0; 0; 0; 0; 0; 0: 0: 0 ! FOREMEN/WOMEN . () 0: 0: 0: 0: 0: 0: 0: 0: 0 ' 0 : 3 ; 0: 0 ! 2 ; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0: 1 1 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0; 0;

full-time and temporary employees 4 refers to the highest salary quarter/

^{*} Use separate Parts for permanent ** I refers to the lowest salary quarter;

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^{** !} refers to the lowest salary quarter; if refers to the highest salary quarter/

! INDUSTRIAL SECTOR: TRANSPORTATION AND STORAGE : REPORTING PERIOD: " WANK OF BUSINESS . Canadian Freightways Limited LINDUSTRIES ! LOCATION : National (CANADA) Province/Territory : X Designated CMA: Vancouver TOP AND QUAR- ALL EMPLOYEES ABORIGINAL PROPERS PERSONS WITH WEMBERS OF BOTTON OF TER ; 'DISABILITIES 'VISIBLE MINORITIES ' SALARY RANGE: ** OCCUPATIONAL GROUPS TOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN ITOTAL INEN INONEN I !NUMBER! ; ; NUMBER! ; ; NUMBER; ; ; HUMBER; Cal.1 [Col.2 | Col.3 | Col.4 | Col.5 | Col.6 | Col.7 | Col.8 | Col.9 | Col.10 | Col.11 | Col.12 | Col.13 | UPPER LEVEL HANAGERS 4 : 0: 0: 0: 0: 0: 0: 0 ! 0 ! 0 ! 0 ! 0 ! 3 0: 0 : 0: 0: 0: 0: 0; 0; 0: 0: 0: 0: 2 0: 0: 0 ! 0: 0: 0! 0 4 0: 0: 0: 0: 0: 0 1 0! 1 5 0 ! 0 ! 0.1 0 : 0.5 0: 0.5 0: 01 0 ! MIDDLE OR OTHER MANAGERS : 45,000 - : 4 ! 3! 3: 0: 0: 0: 0: 0: 0.1 0.1 0: 0: 0: 49,999 ! 3 ! 1! 1! 0; 0: 0; 0! 0.1 0: 0.5 0.4 0 ! 0 ! 35.000 - ! 2 ! 0: 0! 0 ! 0: 0 ! 0.1 0 ! 0 * 0 : 0 ! 0 : 0 ! 39,999 ! 1 ! 2! 2! 0 ! 0.5 0 : 0! 0: 0 ! 0 ! 0 : 0 ! 0.0 PROFESSIONALS 4 1 0.1 0! 0 ! 0.5 0 ! 0 ! 0.1 81 0: 0 ! 0: 0: 3 ! 0: 0 ! 0: 0 ! 0 ! 0: 0: 0 ! 0: 0: 0 ! 0: 2 ! 0.5 0.5 0! 0 5 0: 0! 0! 0! 0 1 0.5 0; 0.5 0: 0! 0! 0! 0! 0: 0: 0: 0: 0! 0! 0! 1 ! 0: SEMI-PROFESSIONALS 4 1 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: AND TECHNICIANS 3 ! 0! 0: 0: 0: 0: 0: 0: 0: 0: 0; 0; 0; 2 ! 0! 0: 0: 0: 0: 0: 0: 0 ! 0: 0: 0: 1 ! 0! 0! 0! 0: 0: 0: 0 ; 0: 0: 0: 0: 0: 0; 0 ! 0 ! 0 ! 0: 0: SUPERVISORS ; 25,000 - ; 4 ; 0; 0; 0: 0 ! 0: 0 ! !----!----!----!----!----!----!---27,499 | 3 | 0 | 0 | 0; 0; 0; 0; 0; 0: 0: 0: 0: 0.6 25,000 - ; 2 ; 0 : 0: 0 ! 0: 0; 0 ! 0 ! 0: 0: 0: 0 ! 0.1 1 1 1 1; 0: 0; 0; 0: 0 ! 0: 0 : 0 ; 0 ! 27.499 1: 0 ! FORENEN/WOREN 40.000 - ! 4 ! 41 41 0: 0: 0 ' 0; 0; 0 1 0: 0: 0.5 0 ! 44.999 : 3 : 11 0 ! 0: 0: 0; 0; 0: 0: 1! 0.4 0 ! 0 ! 30,000 - ; 2 ; 0; 0; 0: 0: 0: 0 ! 0: 0: 0: 0: 0: 0 ! 0 1 0; 0 ; 34,999 ; 1 ; 3; 3: 0 ! 0; 0 ; 0: 0; 0.1 0.1

part-time and temporary employees

^{*} Use separate Parts for permanent ** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

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^{**} I refers to the lowest salary quarter; I refers to the highest salary quarter/

INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRY OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES : FIGURES REFLECT STATISTICS FOR COMPANY | ONLY !

FORM 2 PART B PAGE I

; HAME OF BUSINESS : Canadian Freightways Limit				INDUSTR	IBS			ATEON A			1	ING PER		1989
LOCATION : National		Prov	ince/Te	rritory	:				_X_ Des	ignated	CHA:	_Vancou	ver	
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OTAL NUMBER OF EMPLOYEES			23!									11		

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/





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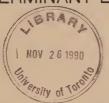
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTEKATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTEKCATION DE L'EMPLOYEUR, SOMMARIE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Formulaire Formulaire

TELEPHONE NUMBER NUMBERO DE TÊLEPHONE SCEAU DE LA SOCIÉTÉ CORPORATE PROVINCE STERNITONES PROVINCES/TERNITONES SEAL 199 475 1089 58 309 2146 name de officer responsible for employment equity - nom de l'agent responsable de l'équite en matière d'émploi N.W.T.-F.M.O ANEA CODE ONT.-ONF MAN-MAN FLLARE SASK -SASE ALTA. ALB WILD.T.W TKM.- FLAK. QUE.OC N.B.-AL-& 8.C.C.& N.S.44.4. 3 TOTAL EMPLOYEES IN CANADA MONNERS TOTAL DE SALAMÉS DESIGNATED CIM AS R M R DÉSIGNÉES 103 287 198 991 307 Human Resources Greyhound Lines of Canada VANCOUVER EDMONTON PARAMETE G MONTREAL CALGARY LONOMIO COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE HALIFAX REGIMA Greyhound Lines of Canada ➂ (B) 877 Greyhound Way ì GÉOGRAPHIOUES Vice President EMPLOYEES LOCATED IN GEOGRAPHICAL (INDICATE NUMBER OF INDIQUER LE NOMBRE MAILING ADORESS - ADRESSE POSTALE POSITION TITLE - FITHE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) ٥ Seoras Adams SECTEURS EACH AREA) AREAS IHAT THE WEGAMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF HEREBY CERTIFY ON BEHALF OF (Name of employer) ATTESTE PARLES PRESENTES AU NOM DE (Nom de Per QUE LES RENSERGIMEMENTS FOURNIS DANS LES FORMILICIMES I A É DU PRESENT RAPPONT SONT, AUTANT QUE JE SAONE, VRAIS ET EXACTS A TOÙS <u>_</u> 0 Θ (C) SIGNATURE - SIGNATURE NO OF EMPLOYEES NOMBRE DE SALAMES NO. OF EMPLOYEES NOMBRE DE SALABRES NO. OF EMPLOYEES MOMBRE DE SALARIES VO. OF EMPLOYEES VOMBNE DE SALABES NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALABÉS
TEARQRAINES 2146 70 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE Calgary, Alberta 3 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE Transportation & Storage Industry PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARES of Canada Ltd. 1990 May 22, SIJ 244 877 Greyhound Way Greyhound Lines 13 President & CEO Dick Huisman MOUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 FULL LEGAL MAME - NOW LEGAL AU COMPLET INDUSTRIAL SECTOR 2 - MAANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ DATE - DATE Dick Huisman NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALABLES PERMANENTS A TEMPS PLEW POSITION TITLE - TITME DU FONCTION 1543 t, (Name) JE. (NOM) 0 6 0 0 9 3 3 3 ➂ 3 MOM DE 1 EMPLOYEUR NAME OF EMPLOYER CERTIFICATION ATTESTATION D'EXACTITUDE EMPLOYMENT CATEGORIES BRANCHE(S) CATEGORIES FONCTION INDUSTRIAL ACCURACY POSITION SECTOR(S) D'ACTIVITÉ SALARIÉS STATUS OFFICERS AGENTS ADDRESS ADMESSE DE OF MA-AZZON RAGEORF APPROPATOS SWD 02 93 WDZZ42>

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOW INSTRUCTIONS POUR REMAIN TOUS LES FORMULAINÉS

tear 3847(9-86)

Canada

LOCATION : _X_ National		Prov	vince/Te	rritory	:			-	Des	ignated	CMA:			
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part-time and temporary employees

[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

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^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

LOCATION : _X_ National	(CANADA)	Prov	ince/Te	ritory	:			-	D	esigna	ted	CMA: _				
	180TTON OF	TER		PLOYEES		ABORIG	INAL PE		IDISA	BILITI	ES		: MEMBER		02111	ES
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[#] Use separate Parts for permanent full-time and temporary employees

^{## 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

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	0 -	2	15	13	2	0	0	: 0		. 0		: 0	: 0	2 4
			18					: 0						
TOTAL NUMBER OF EMPLOYEE			244					. 0						

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

LOCATION : _X_ National (CANADA)	Province/Ter	rritory	:			_	Des	ignated	CMA:			
	IALL EMF	PLOYEES)	:ABORI6	SINAL PE	EOPLES	PERSON:	S WITH		:MEMBERS	S OF	ITIES
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\$ 27,500 - \$ 29,999		941	161	1 01	0): 0	01 01	1 0): 0:	2	1	1
\$ 30,000 - \$ 34,999		211	121	1 01	1 0)! 0	01 41	3	1	1 51	il 51	1
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^{*} Use separate Parts for permanent part-time and temporary employees

CATION: X National (CANADA) P	rovince/Te	rritory	1			***	De	signate	d CHA:				
	IALL EM	PLOYEES		ABORIG	INAL P	EOPLES	IDISAB	ILITIES			LE HIN	ORITIE	S
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\$ 10,000 - \$ 12,499	1 25	5; 1	9; 6		01	01	0:	01	0:	01	11	1	
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ral number of employees	: 24		41 5	0 :	0:	0;	0:	0:	0;	0:	41	31	

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		INDUST SMSTEMS	RIAL SE	CTOR: PU	BLIC PA	SSENGER	TRANSI	T	:REPORT	ING PERI	IOD:	1989
LOCATION : _X_ National (CANADA)	Province/Te	rritory	:			-	Des	ignated	CHA:			
	:ALL EM	PLOYEES		ABORIG			PERSON	LITIES		: MEMBERS	HINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL NUMBER	:	HOMEN :	TOTAL	HEN	: WOMEN	:TOTAL :NUMBER	IMEN :	: WOMEN	TOTAL :	HEN:	WOMEN
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OTHER MANUAL WORKERS	22	1	1	1 0	1 0) (1	1); 1		1 4
TOTAL NUMBER OF EMPLOYEES HIRED	178									5: 16		:=====

[#] Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		INDUST SYSTEMS	RIAL SE			ISSENGER	TRANSI	T	REPORT	ING PERI	OD:	1989
LOCATION : _X_ National (CANADA)	Province/Te	rritory	:				Des	ignated	CMA: _			
	:ALL EM	PLOYEES		ABORIG	INAL PE		PERSON:	LITIES		:MEMBERS	HINOR	ITIES
DCCUPATIONAL GROUPS	TOTAL NUMBER	1		TOTAL NUMBER	1	: WOMEN	: TOTAL : NUMBER	HEN	: WOMEN	TOTAL :	MEN	WOMEN
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SEMI-SKILLED MANUAL WORKERS	14	1	: ():	0; (); 0 ;); ;); i	1	
OTHER MANUAL WORKERS	; 52 ;	1	1	1	1	1	1		1	0; 1	1	1:
TOTAL NUMBER OF EMPLOYEES HIRED	: 181									0: 5		=====: 5¦

^{*} Use separate Parts for permanent full-time and temporary employees

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: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD. :		INDUST	RIAL SE	CTOR: PL	IBLIC PA	ISSENGER	TRANSI	T	REPORT	ING PERI		
	Province/Te											
	IN THE	OCCUPA	TIONAL	GROUPS-	TO WHIC	H OR WI	THIN WH	ICH THE	Y HAVE	BEEN LAS	ST PROMO	
	IALL EF	IPLOYEES		:ABORIG	INAL PE	OPLES	:PERSON	S WITH		HEMBERS	OF HINORI	TIES
OCCUPATIONAL GROUPS	:TOTAL :NUMBER	I MEN	HOMEN 1	: TOTAL : NUMBER	I HEN	HOMEN	: TOTAL	HEN 1	HOMEN	TOTAL :	MEN :	HOHEN
	:Col.1	:Col.2	Col.3	!Col.4	Col.5	1Col.6	1Col.7	Col.8	Col.9	  Col.10	Col.111	Col.12
UPPER LEVEL MANAGERS	{ O	); 0 ;	: 0	1 0	: 0	); 0 	: 0	: 0	; 0 ;	: 0:	0:	0
MIDDLE OR OTHER MANAGERS	1 1	1	: 0	1 0	1 0	1 0	1 0	1 0	: 0	0	0:	0
PROFESSIONALS	; 0	1 0	: 0	1 0	1 0	0	: 0	: 0	: 0	: 0:	0:	0
SEMI-PROFESSIONALS AND TECHNICIANS	1 0	0	: 0	0	. 0	0	0	0	: 0	: 0:	0	0
SUPERVISORS	1 1	1	: 0	1 0	1 0	1 0	; 0	: 0	1 0	1 0	0:	0
FOREMEN/WOMEN		1 0	: 0	1 0	: 0	1 0	1 0	0	: 0	0	0:	0
CLERICAL WORKERS	1 0	1 0	1 0	1 0	1 0	1 0	: 0	: 0	: 0	: 0:	0:	0
SALES WORKERS	1 0	1 0	: 0	1 0	1 0	1 0	1 0	: 0	: 0	1 01	0:	0
SERVICE WORKERS	: 0	1 0	: 0	1 0	1 0	1 0	1 0	: 0	1 0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	; 0	1 0	: 0	)	: 0	); 0	: 0	: 0	: 0	: 0:	0:	0
SEMI-SKILLED MANUAL WORKERS	: 0	: 0	: 0	11 0	: 0	1: 0	: 0	: 0	: 0	: 0:	0:	: 0
OTHER MANUAL WORKERS	1	.! 1 !	1 0	); 0 ; .	1 0	)	1 0	1 0	1 0	: 0:	01	! 0 !
	1 3	3	1 0	: 0	: 0	1 0	: 0	: 0	: 0	1 0	0:	. 0
TOTAL NUMBER OF PROMOTIONS	1 3	11 3	: 0	1 0	1 0	): 0	: 0	: 0	1 0	1 0	0 :	: 0
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^{*} Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :SREYHOUND LINES OF CANADA LTD.	: INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSIT : REPORTING PERIOD: 1989 : SYSTEMS :											
LOCATION : _X_ National (CANADA)	Province/Territory: Designated CMA:											
	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTE									ILY IOTED)		
OCCUPATIONAL GROUPS	ALL EMPLOYEES			: ABORIGINAL PEOPLES			PERSONS WITH			IMEMBERS OF IVISIBLE MINORITIES		
	TOTAL   NUMBER	I MEN	K3KOW!	TOTAL NUMBER	I HEN	HOMEN:	I TOTAL	INEN I	HOMEN	: TOTAL	(MEN	: WOMEN
000000000000000000000000000000000000000	:Col.1	Col.2	Col.3	1Col.4	(Col. 5	1Col. 6	!Col. 7	8.1031	10n1 9	10al 10	!Col 11	10al 10
UPPER LEVEL MANAGERS	. 0	! 0 !	: 0 :	1 0	; 0 ;	1 0	: 0	: 0	: 0 :	: 0	: 0	: 0
MIDDLE OR OTHER MANAGERS		0.	0	1	: 0	: 0	; 0 !	: 0	: 0	: 0	0	: (
PROFESSIONALS	; 0	. 0	0	: 0-	0	; 0 ;	0	: 0	; 0 !	: 0	0	: 0
SEMI-PROFESSIONALS AND TECHNICIANS	1 0	0	0	: 0	0	1 0 :	; 0 !	0	. 0	0	0	. 0
SUPERVISORS	: 0	0 :	0	1 0	0	0	0	0	0	0	0	: 0
FOREMEN/WOMEN	0	0	0		0	0	0	0	0	0	0	
CLERICAL WORKERS	: 0:	0:	0	0	0 :	0	0	0	0	0		
SALES WORKERS	. 0	01	0		0:	0	0 :	0	0	0		
SERVICE WORKERS	0	0:	0:	0:	0 :	0;	0 :	0;	0 (			
SKILLED CRAFTS AND TRADES WORKERS	: 0;	0:	0;	0:	0:	0:	0;	0:	0:	1		
SEMI-SKILLED MANUAL WORKERS	10,	0:	0:	0:	0;	0:	0:	0:	01	01	; 0; ;	
OTHER MANUAL WORKERS	11	11	0:	0:	0;	0:	0;	0;	0:			0
TOTAL NUMBER OF EMPLOYEES PROMOTED	: 1:	11	0:	0 !	0.5	0.1	0.1	Δ1	Δ1	Δ1	0.1	
TOTAL NUMBER OF PROMOTIONS	:::::::::::::::::::::::::::::::::::::::	1:	0;	:0	0;	0;	0;	0:			0:	

^{*} Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD. :	1	SYSTEMS		CTOR:PU					1	TING PERI	100:	1989
	Province/Te											
	IALL EN			ABORIG	INAL PE	OPLES	:PERSON	S WITH		IMEMBERS	G OF	
OCCUPATIONAL GROUPS	: TOTAL : NUMBER	1	HOMEN	:TOTAL :NUMBER	HEN	HOMEN	TOTAL NUMBER	I HEN	1	TOTAL :		HOMEN
***************************************	!Col.1	Col.2	Col.3	[Col.4	Col.5	1Col.6	Col.7	Col.8	Col.9	(Col.10)	Col.11	(Col.12
UPPER LEVEL MANAGERS	: 0	0	0	0	0	: 0	0	: 0			0	
MIDDLE OR OTHER MANAGERS	; 13 ;	:	1	,	0	. 0	2			;;	0	
PROFESSIONALS	7	6	-	0	0	. 0	: 0	. 0	: 0	, ,	_	.:
SEMI-PROFESSIONALS AND TECHNICIANS	: 0			1						01		:
SUPERVISORS	10		5	•	0	. 0		0		0:	0	1
FOREMEN/WOMEN	1	1	0	:		1		. 0	0	0;		   
CLERICAL WORKERS	56	9	47	0	0		1	. 0		2		   
SALES WORKERS	4	2	-	0						(\   0		   
SERVICE WORKERS	1			0		0				1	·	   
SKILLED CRAFTS AND TRADES WORKERS	0			0		0		1	1	1 1		
SEMI-SKILLED MANUAL WORKERS	26		_	1				1	: 0	1 11	1	
ITHER MANUAL WORKERS	34	33		0	0	0	1	. 0	0	1 1	1	1
TOTAL NUMBER OF EMPLOYEES TERMINATED	152											

^{*} Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		TRUUNT RESTRYS	RIAL SE		BLIC PA		TRANSI	T	REPORT	ING PER	10D:	1989
: LOCATION : _X_ National (CANADA)	Province/Ter	ritory	:			_	Des	ignated	CHA:			
	IALL EXI			!	INAL PE		DISABI	LITIES		: MEMBER:	E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL NUMBER	HEN	WOMEN	TOTAL   NUMBER	IMEN	WOMEN :	TOTAL	IHEN I	I WOMEN	TOTAL INUMBER	I HEN	HOHEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	
UPPER LEVEL MANAGERS	. 0		0	: 0	; 0 ;	: 0	: 0	1 0	: 0	1 0	: 0	: (
MIDDLE OR OTHER MANAGERS	. 0				. 0	: 0				0		
PROFESSIONALS	0				. 0			0	1 0	. 0		1
SEMI-PROFESSIONALS AND TECHNICIANS	: 0							0	: 0	1 0		
SUPERVISORS	0					0	. 0	0	0	0	0	
FOREMEN/WOHEN	; 0:	0	0		0	0	0	. 0	. 0	0		1
CLERICAL WORKERS	; 39		1	1	1	1			1 0	2		!!
SALES WORKERS	; ; 0			. 0	: : 0	: 0			1 0	1 0		   
SERVICE WORKERS	1		0		);         0			:	:	)	: 0	   
SKILLED CRAFTS AND TRADES WORKERS	. 0		0		0		: 0	0	:: :: (	); 0 ;		:{ ){ 
SEMI-SKILLED MANUAL WORKERS	: 62	60	: : 2	: 0	·: ): 0 :	   0 	{	:	:  !! (	); 0 ;	1 0	): 
OTHER MANUAL WORKERS	22	: : 19 :	: : 3	1	•	: 0	1 0	1	:	1	1	    
TOTAL NUMBER OF EMPLOYEES TERMINATED	124				): 0						:======  } 3	:===== };

[#] Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS : GREYHOUND LINES OF CANADA	LTD.			INDUSTI SYSTEMS				SSENGER	TRANSI		REPORT	ING PERI	o: 	1989
LOCATION : National	(CANADA) _X	Prov	ince/Te	rritory	:On	tario		_	Des	ignated	CMA:			
	180TTOM OF	TCD	t .			1			IPERSON	LITIES		MEMBERS VISIBLE	MINORI	TIES
OCCUPATIONAL GROUPS	SALARY RANGE	:	TOTAL	HEN	HOMEN:	ITOTAL	I NEN	MOMEN	I TOTAL I NUMBER	I MEN	: WOMEN	TOTAL :	MEN :	WOMEN
	Col.1	1	Col.2	Col.3	Col.4	:Col.5	1Col.6	1Col.7	:Col.8	Col.9	:Col.10	(Col.11)	Col.121	Col.13
PPER LEVEL MANAGERS	1	! 4	1 . 0	: 0	: 0	: 0	1 (	): (	); 0	; 0	1 0	1 0;	0;	(
	1	: : 3	: 0	: 0	: 0	1 0	1 (	) (	0. 10	: 0	: 0		0;	1
		1	: 0	: 0	1 0	1 0	11 (	); (	); 0	1 0	: 0		0:	
		1 1	! 0	;	: 0	); (	); (	); (	); 0	: 0	: 0	: 0:	0:	
IIDDLE OR OTHER MANAGERS	45.000 -	! 4	: 1	1 1	1 (	); (	); (	); (	): 0	: 0	); 0	;;	0.0	t
		: 3	1 2	: 2	1 (	); (	):	0: (	); 0	1 0	): 0	: 0:	0 :	f S
	30,000 -	: 2	: 0	: 0	: (	): (	):	0:	0: 0	1 0	): 0	0	0	1
	34,999	1 1	1 4	1 2	1 3	2: (	):	0:	01 0	11 0	); (	1 0	0	
PROFESSIONALS	==   ==================================	: 4	1 (	1: 0	11 1	):	):	0:	01 (	); (	)} {	)	0	ì
	1	1 3	! (	1: 0	):	01	0 :	0 !	01 (	); (	): (	): 0	: 0	ł.
	1	! 2	: (	): (	):	0:	0:	0:	01 (	); (	01 (	); 0	; 0	1
	₹ 8 8	: 1	1 (	); (	):	0:	0:	0:	0: (	)} (	0: (	: 0	: 0	1 1
SEMI-PROFESSIONALS		! 4	1 1	)! (	):	0:	0:	0:	01 (	); (	0:	);	: 0	1
AND TECHNICIANS	1	3	1 1	): (	):	01	0:	0:	0:	01	0:	0: 0	: 0	1
	1	2	1	0:	0 :	0:	0:	0:	0:	0:	0:	0; 0	: 0	14
	1	1 1	1	0!	0:	0:	0:	0:	0:	0:	01	0: 0	ŧ 0	1
======================================	40,000 -	1 4	1	1!	11	0:	0:	0:	0:	0:	0:		: 0	) i
	44,999	1 3	;	51	51	0:	0 :	0:	0:	0:	0:		1 0	) [
	30,000 -	1 2	:	31	31	01	01	0:	0:	0:	0:	-: 0: 0	11 0	) (
	34,999	1.1	1	51	41	11	0:	0:	01	0:	01	0: 0	); (	) ;
FOREMEN/WOMEN	50,000 -	1 4	4	0!	0.1	0.1	0:	0:	0:	0:	0:	0; (	); (	3;
	54,999	1 2	4	0.5	Λ1	01	Δ!	0:	0!	0:	0:	0: (	); (	0:
	50,000	1 2	1	01	0:	0:	0:	0:	0:	0:	0;	0; (	); (	Vi
	; ; 54,999	1 1	1	11	11	0:	0:	0:	0:	0;	0:	01 (	); (	0 :

		: TER	ALL EM			:ABORI6	INAL PE		PERSON:			: MEMBERS : VISIBLE :		ITIES
OCCUPATIONAL GROUPS	i	f   	TOTAL NUMBER	HEN	:	TOTAL INUMBER		† 4	TOTAL NUMBER	į.	1	TOTAL :		: WOMEN
	Col.1	t 6	Col.2	Col.3	Col.4	Col.5	Col.6	1Col.7	(Col.8	Col.9	[Col.10	Col.11	Col.12	Col.1
CLERICAL WORKERS	27,500 -	:= : 4	1 1	1	: 0									
	29,999	;	8	8	: 0	. 0	. 0	; 0	: 0	0	. 0	: 0:	0	
	17,500 -	2	12	8	4				. 0	. 0	: 0	1 1	1	
	19,999	1 1	6			: 0		: 0						:
SALES WORKERS	22,500	;=====   4	2			: 0	: 0		1 0	: 0				
	24,999	3	1	0		: 0	, 0	1 0			: 0	0	0	1
	17,500 -	2	. 0	0	. 0	: 0	. 0		0	. 0	. 0	0	0	
	19,999	1	1			: 0	. 0	: 0				0	0	
SERVICE WORKERS	:===;=================================	; ===== ; 4	. 0				: 0		0	: 0		0	0	1
		3	. 0	0			. 0	t .	. 0	: 0	: 0	0	0	-
		1 2	: 0:			: 0	: 0			1	: 0	0	0	
		1	. 0:			: 0	. 0	: 0				0		1
SKILLED CRAFTS AND	:===;==================================	: 4	: 0:			1 0		: 0		: 0	: 0			
TRADES WORKERS		3	: 0:	0		: 0	. 0	: 0		: 0		0	0	1
		2	: 0			: 0		: 0	. 0	,	. 0	1 0	0	1
		1 1	: 0			: 0	: 0	: 0	: 0	. 0		0		1
SEMI-SKILLED	55,000 -		10			: 0	: 0	: 0		1 0		1 0		
MANUAL WORKERS	59,999	3	69			1		1 .0		1 0	. 0	1	1	. [
	20,000 -	2	72	72	0			1 0	1 0	,		1		.1
	22,499	1 1	45	40	5			1 0	1	1 1		1		.1
OTHER MANUAL WORKERS	22,500 -		1			1 0	: 0	1 0	1 0	: 0	1 0	); 0		1
	24,999	3	. 0			0	1 0	: 0	; 0	1 0	) (	): 0	0	)
	12,500 -	1 2	1	1	: 0	: 0	1 0	1 0	: 0			); 0	. 0	);
	: : 14,999	1	1 1	1	1 0	1 0	; 0	1 0	. 0	; (	); (	); 0		) {
TOTAL NUMBER OF EMPLOYEE			1 252			:======= :\ 1			:====== :{ 1		:====== :: (	); 4		:====: 

^{## 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS:	LTD.		- 1	SYSTEMS		CTOR: PU						4	ING PERI	00:	1989
: LOCATION : National	(CANADA) _X		ince/Te	rritory	:On	tario									
		QUAR-	IALL EM	PLOYEES		ABORIG	INAL PI	EOPLES	1019	118A6	ITIES		MEMBERS	INDMIK	TIES
OCCUPATIONAL GROUPS			TOTAL	I MEN	Makow!	TOTAL NUMBER	MEN	HOMEN	TOT:	TAL II	KEN	HOMEN	TOTAL :	HEN :	WOMEN
	Col.1	i P	Col.2	[Col.3	Col.4	Col.5	Col.6	ICol.7	(Col	1.8 :	Col.9	Col.10	(Col.11)	Col.12:	Col.13
UPPER LEVEL MANAGERS	1	4	: 0	: 0	: 0	: 0	:	01	0:	0:	0	1 0	01	0:	
		3	: 0	: 0	: 0	0	:	0:	0:	0 !	0	1 0		0:	(
		2	. 0	: 0	. 0			0:	0:	01	0	: 0	. 0:	0	. (
		1											:: : 0:		
MIDDLE OR OTHER MANAGERS	1	4	1 0	: 0	1 0	: 0	1	0:	01	0:	0	: 0	1 01	0	. (
		; ; 3							-¦				:;		(
	1	2	1 0	: 0	: 0	1 0	1	01	0:	0 !	0	: 0		0 3	: (
			: 0						0:				:: : 0:		: (
PROFESSIONALS	i	4	1 0	: 0	; 0	. 0	:	0;	0	0:	0	: 0	: 0:	0 :	: (
	1	3	1 0	: 0	: 0	1 0	!	0:	01	01	0	: 0		0	. (
		2	1 0	1 0	: 0	1 0	t t	01	0:	0:	0	: 0		0 :	: (
		1	: 0	: 0	: 0	: 0	1	01	0:	0 i	0	: 0	. 0	0	1
======================================	1	4	1 0	: 0	: 0	: 0	!	0:	0 :	0:	0	: 0	: 0:	0	1 1
AND TECHNICIANS		3	-0	: 0	; 0	: 0	1	01	0:	01	0	1 0		0	1
		2	: 0	. 0	. 0	1 0	1	0:	0:	0 ;	0	. 0	: 0:	0	:
	1								01				. 0	0	
======================================	•	1 4	1 0	1 0	1 0	1 0	{	0:	01	0 :	0	; 0	: 0	0	1
	1								0:				. 0	0	
		1						0:			0		1		: :
	1	{ { 1			•			0:					1	0	
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	1	: 3	,	i (	1 0	1 0	1	0:	0 :	0:	0	1 0	:	0	1
		1 2		) (	i (	: 0	i	0:	0:	0;	0	1 0		0	1
													1 0		

[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter;

•	180TTOM OF	TER	IALL EMP			i t			IPERSON IDISABI	LITIES		MEMBERS	MINOR	ITIES
OCCUPATIONAL GROUPS	SALARY RANGE	t 1	:TOTAL :	MEN	HOMEN	TOTAL	MEN	THOMEN	TOTAL INUMBER	MEN I	HOMEN	TOTAL :	HEN	WOMEN
	Col.1	ę g	[Col.2	Col.3	Coi.4	Col.5	Col.6	:Col.7	1Col.8	Col.9	Col.10	Col.11	Col.12	Col.1
clerical workers	7,500 -			1	. 0	: 0	. (	); 1	) ( 0	: 0	: 0	: 0:	0	
	9,999	3	: 0:	0	0	0		); (	); 0	: 0	1 0			
	0 -		21	i	1	. 0		);	); 0	: 0	; 0			
		1	11	3	. 0	0		);	); 0	: 0	: 0	: 0:	0	
======================================	:=== ==================================	4		0	: 0	: 0		);	): 0	: 0	: 0	: 0:	0	4
	1	3	: 0:					):	); 0	. 0	: 0	0	0	
		2	1 01			. 0			0: 0	. 0	: 0	: 0	0	
		1	0	0	: 0		t .	):	0: 0	. 0	. 0		0	
SERVICE WORKERS	:===	=====   4	: 0:	0	: 0	: 0	t t	):	0 :0	: 0	1 0	: 0:	0	:
	† † †	: 3	: 0:	0	,			):	0: 0		. 0			;
		2							0: 0		1 0			   
	!	1		0	. 0	: 0		0:	0: 0	: 0	1 0	: 0	0	1
SKILLED CRAFTS AND	:==={==================================	=====   4		0	: 0	: 0		0 :	0: 0	: 0	: 0	1 0	0	1
TRADES WORKERS	!	1 3			: 0	: 0	:	01	0: 0	1 0		: 0	0	
	1	1 2	: 0;	0		: 0	1	0:		; 0		: 0		
	5 1 6 1	1 1	: 0:			1 0	i	0:		1 0	1 0	1 0	1 0	
SEMI-SKILLED	17,500 -		; 7;	7	1 .0	; 0	{	0;	0: 0	1 0	1: 0	1 0		
MANUAL WORKERS	19,999	3		4	1	: 0	1	0:		1 (	); (	1 0		1
	0 -	1 2	5	5	1 0	: 0	1	0:		1 (	)! (	1	: 1	1
	2,499	1 1		9	. 0	. 0	1	0 :		i (	); (	1 0		1
OTHER MANUAL WORKERS	12,500 -	4	1 13	1	: 0	1 0	1	0:	0: (	1 (	); (	: 0	; 0	1
	14,999	3		0	1 0	1 0	1	0:	0; (		); (	); 0	: 0	: : :
	12,500 -	2	: 0:	0	1 0	1 0	1	0:		1 (	); (	); 0	: (	1
		1 1		1	i (	); 0	1	0:		); (	); (	); 0	1 (	){ 
TOTAL NUMBER OF EMPLOYER		=====	34					0:						:

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		TRUUNT RMSTRYS	RIAL SE	CTOR:PU	BLIC PA	SSENGER	TRANSI	T	: REPORT	ING PERI	100:	1989
LOCATION:National (CANADA) _X_ Prov	ince/Ter	ritory	:On	tario		-	Des	ignated	CMA: _			
	ALL EM	PLOYEES		ABORIG	INAL PE		PERSON	LITIES		: MEMBERS		ITIES :
	TOTAL	1		NUMBER	1	: WOMEN	:TOTAL :NUMBER	I MEÑ I	I WOMEN	TOTAL NUMBER	1	WOMEN !
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	1Col.8	Col.9	(Col.10	Col.11	
UNDER \$ 10,000	. 0	: 0	: 0	: 0	; 0	: 0	: 0	: 0	; 0		: 0	
\$ 10,000 - \$ 14,999	1	1	: 0	: 0	: 0	: 0	1 0	: 0	; 0	0	: 0	01
\$ 15,000 - \$ 17,499	1	1	. 0	: 0	: 0	: 0	: 0	: 0	1 0	1 0	; 0	0:
\$ 17,500 - \$ 19,999	4	2	. 2	: 0	. 0	. 0	. 0	. 0	: 0	1 0	: 0	0:
\$ 20,000 - \$ 22,499	28	1 22	1 6	: 0	1 0	1 0	1 1	1 1	: 0	): 2	: 2	0:
\$ 22,500 - \$ 24,999	1 22	1 17	: 5	: 0	1 0	1 0	: 0	: 0	<b>:</b> 0	); 0	: 0	0:
\$ 25,000 - \$ 27,499	19	1 19	: 0	: 0	1 0	: 0	: 0	; 0	1 0	); 0	(	); 0;
\$ 27,500 - \$ 29,999	; 9	: 9	1 0	1 0	: 0	: 0	Γ 0	1 0	1 0	): 0	: 0	); 0;
\$ 30,000 - \$ 34,999	46	44	2	. 0	•	1 0	1 0	{ 0	1 0	); 0		); 0;
\$ 35,000 - \$ 39,999	53	52	1	. 0	. 0	. 0		: 0	1 0	); 1	1	0
\$ 40,000 - \$ 43,393	: 66	: 65	1 1	1 1	. 1	1 0	1 (	1 (	1 0	)  1	1 1	01
\$ 50,000 - \$ 69,999	: 3	1 3	. 0	1 0	1 0	1 0	1 (	; (	); (	0: 0	; (	0
\$ 70,000 AND OVER	: 0	: 0	1 0	1 0		1 (	1 (	); (	); (	0 10		0:
TOTAL NUMBER OF EMPLOYEES	1 252				.1 1	.! (	1	.1 1	11 (			4: 0:

^{*} Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		TRUDUST EKSTEYE	RIAL SE	CTOR:PU	BLIC PA	ISSENGER	TRANSI	ī	IREPORT	ING PER	100:	1989
LOCATION :National (CANADA)X_ Pr	ovince/Te	rritory	:Un	tario			Des	ignated	CHA: _			
	IALL EM	PLOYEES		ABORIG	INAL PE	OPLES	IPERSON IDISABI			MEMBER VISIBL	S OF E MINOR	ITIES
SALARY RANGES	LATOT L NUMBER		1	TOTAL NUMBER	1	!	TOTAL INUMBER	1	;	NUMBER		1
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.1
UNDER \$ 2,500	10	10	0	. 0	: 0	1 0	: 0	0	: 0	. 0	0:	
\$ 2,500 - \$ 4,999	4	3	1	. 0	1 0	1 0	0	0	1 0	0	0	
\$ 5,000 - \$ 7,499	2	2	0	. 0	: 0	. 0	. 0	0	. 0	. 0	0	
\$ 7,500 - \$ 9,999	1 4	4	0	. 0	: 0	. 0	. 0	. 0	: 0	1	1	r f
\$ 10,000 - \$ 12,499	!4	3	1	0	1 0	: 0	: 0	0	0	0	0	
\$ 12,500 - \$ 14,999	3	3	0	. 0	. 0	: 0	. 0	0	. 0	. 0	. 0	
\$ 15,000 - \$ 17,499	4	4	0	. 0	: 0	1 0	: 0	0	1 0	: 0	1 0	
		3	0	0	l· 0	1 0	: 0	0	: 0	. 0	0	
\$ 20,000 - \$ 24,399	. 0	0	0	. 0	: 0	1 0		0	. 0	. 0	0:	
\$ 25,000 - \$ 29,999	. 0	0	0	0		: 0	. 0	0	. 0	0	0	
\$ 30,000 - \$ 33,999		0	0	0	. 0	: 0	. 0	. 0	. 0	0	0	
\$ 40,000 - \$ 49,999	. 0	0	0	0	: 0	1 0	1 0	0	: 0	. 0	. 0	
\$ 50,000 AND OVER	: 0	0	0	0	. 0	: 0	: 0					
OTAL NUMBER OF EMPLOYEES	34					: 0		0	1 0	: :	: 1:	:=====

^{*} Use separate Parts for permanent full-time and temporary employees

I NAME OF BUSINESS: IGREYHOUND LINES OF CANADA LTD.	1	TRUGKI EMSTEYE		ictor: Pu	BLIC PA	SSENGER	TRANSI	T	TREPORT	ING PER	IOD:	1989
LOCATION : National (CANADA)X_ Prov	ince/Te	rritory	:On	tario		_	Des	ignated	CMA:			
	t t	PLOYEES		IASORIG			DISABI	LITIES		IMEMBER IVISIBL	E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL	HEN:	WOMEN	TOTAL INUMBER	IMEN	IWOMEN	TOTAL NUMBER	IMEN I	I WOMEN	TOTAL INUMBER	IMEN .	I WOMEN
	Col.1	Col.2	Col.3	Col.4	1Col.5	Col.6	Col.7	1Col.8	(Col.9	Col.10	Col.11	[Col.12
UPPER LEVEL MANAGERS	1 0	0	0	1 0	: 0 :	: 0	: 0	: 0	: 0	: 0	0	: 0
MIDDLE OR OTHER MANAGERS	: 4 !	2	2	: 0	0	: 0	: 0	: 0	: 0	. 0	: 0	
PROFESSIONALS	: 0		0	: 0	: 0	: 0	: 0	: 0	: 0		0	1
SEMI-PROFESSIONALS AND TECHNICIANS	0	0			0	: 0	0	0	: 0		0	
SUPERVISORS	2		1	: 0		. 0	•	. 0		. 0	•	: 0
FOREMEN/WOMEN .	   0		0		0	0	•	. 0	. 0			
CLERICAL WORKERS	5		1		0	. 0	0	. 0	: 0	 		: : 0
SALES WORKERS	4	1							1 0	: 0		
SERVICE WORKERS						: 0	0	0		   0		
SKILLED CRAFTS AND TRADES WORKERS	0	0		; ; 0	0		0	*			•	
SEMI-SKILLED MANUAL WORKERS	4		0	. 0	0	: : C			1	. 0		
OTHER MANUAL WORKERS	3			1	1	0	0 	0	0		0	. 0
TOTAL NUMBER OF EMPLOYEES HIRED	22	153			0		0	: 0		1 1		

[#] Use separate Parts for permanent part-time and temporary employees

I NAME OF BUSINESS :  GREYHOUND LINES OF CANADA LTD.		TRUUST		CTOR: PU	BLIC PA	SSENSER	TRANSI		REPORT	ING PERI	05:	1989
LOCATION: National (CANADA) _X_ Pro	ovince/Te	rritory	:On	tario		-	Oes	gnated	CMA: _			
	IALL EN			1	INAL PE		DISABI	LITIES		HEMBERS VISIBLE	HINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL : NUMBER	MEN	: WOMEN	TOTAL INUMBER	I HEN	WOMEN	TOTAL NUMBER	I MEN	I WOMEN	TOTAL     NUMBER   	MEN	HOMEN
	1001.1	!Col.2	Col.3	(Col. 4	(Col.5	:Col.6	Col.7	(Col. 8	Col.9	Col.10	Col. 111	Col.12
UPPER LEVEL MANAGERS	: 0		: 0	; 0	: 0	1 0	: 0	0	: 0	: 0: : :	0	: 0
MIDDLE OR OTHER MANAGERS	0			,	0	. 0	; 0	. 0	: 0		0	1
PROFESSIONALS	: 0	: 0		. (	); 0		. ,	. 0		01	0	•
SEMI-PROFESSIONALS AND TECHNICIANS	. 0	: 0	)	; (	); 0		0	0	, ,	0		(
SUPERVISORS	, ,	1 (	)  (	)} (	) 0					0		
FOREMEN/MOMEN	. 0	1 (	); (	); (	); 0		1	1	1	0	0	'
CLERICAL WORKERS	2	:[ :[	    	    (	); 0	:{ :: (	t	t		); 0		
SALES WORKERS	, ,	  } (	-{ ); (	-; ); ;	• • •			); (	)  (	); 0	. 0	
SERVICE WORKERS	(	):	0;	0:	1	1	-		); (	); 0	: 0	);
SKILLED CRAFTS AND TRADES WORKERS	(	)	0;	-: 0:	01 (	-	1	1	1	); 0 ;		)   
SEMI-SKILLED MANUAL NORKERS		 	11	0:	-1	1				0: 0	(	);
OTHER MANUAL WORKERS		1	-	1	1	1	1	1	1	1	1	);
TOTAL NUMBER OF EMPLOYEES HIRED	1	5!	41	11	0:	0:	0:	0:	0:	0: 0	1 (	0:

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.	I IN ISYS	SKBT							1	ING PER	OD:	1989
4 Total Control of the Control of th	vince/Terri						Des					
	EMPLOYEES	CUPAT	IONAL (	GROUPS	TO WHICH	H OR WI	THIN WH	ICH THE	HAVE	BEEN LAS	RTED ON ST PROM	LY OTED)
	IALL EMPLO	YEES		ABORIG	INAL PE	OPLES	:PERSON:	HITH S		:MEMBERS	MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL INE	N [	HOMEN	TOTAL NUMBER	I MEN	HOMEN	TOTAL	MEN	HOMEN	:TOTAL :	MEN	I WOMEN
***************************************	Col.1  Co											
UPPER LEVEL MANAGERS	: 0:	0:	0	0	: 0 :	0	; 0 ;	0	0	0	0	: 0:
MIDDLE OR OTHER MANAGERS	1 01	0:	0	: 0 :	; 0 ;	: 0	: 0 :	0	0	: 0	0	1 01
PROFESSIONALS	0	0:	0	. 0	. 0	: 0	0	0	0	1 0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	01	0	0	0	0	0	0	0	0	0	
SUPERVISORS	01	0:	0	1 0	: 0	: 0	: 0	0	0	l 0	: 0	0
FORENEN/HOMEN	0:	0:	0	1 0	: 0	1 0	1 0	0	0	0	0	0
CLERICAL WORKERS	0:	0 :	0	0	1 0	: 0	: 0	0	0	: 0	0	1 0
SALES WORKERS	01	0:	0	: 0	1 0	: 0	: 0	0	; o	: 0	0	); 0
SERVICE WORKERS	1 01	0	0	: 0	: 0	: 0	: 0	: 0 :	: 0 :	1 0	: 0	0
SKILLED CRAFTS AND TRADES WORKERS	01	0	0	: 0	1 0	0	: 0	0	; (	1 0	0	); 0
SEMI-SKILLED MANUAL WORKERS	01	0	0	: 0	0	: 0	1 0	: 0	: 0	1 0	1 0 1	); 0
OTHER MANUAL WORKERS	1 01	0	0	1 0	1 0	1 0	1 0	: 0	: 0	): 0 !	; 0 ;	): 0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1 01	0	0	1 0	1 0	1 0	: 0	: 0	: (	): 0	: 0	0 10
TOTAL NUMBER OF PROMOTIONS	1 01	0	: 0	: 0	1 0	1 0	: 0	1 0	1 (	): 0	1 0	): 0

[#] Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS: GREYHOUND LINES OF CANADA LTD.	19	YSTEMS								ING PERI		1989
LOCATION : National (CANADA) _X_ {	Province/Ter	ritory	:Ont	ario		-	Desi	gnated	CMA: _			
	EMPLOYE	ES PROM	OTED (8	MPLOYEE	S PROMO	OTED DU	RING THE	YEAR A	ARE TO	BEEN LAS	RTED ON	Y DTED)
	ALL EMP	LOYEES		ABORIGI	NAL PE	OPLES	PERSONS	HITH		: MEMBER:	S OF E MINOR	
OCCUPATIONAL GROUPS	TOTAL	MEN !	WOMEN	TOTAL	MEN	: NOMEN	I TOTAL	MEN	WOMEN	: TOTAL : NUMBER	i men	WOMEN
	10-1 1 1	Cal 2 1	Col 2	1001 4	1001.5	!Col. 6	1Col.7	:Col.8	:Col.9	(Col. 10	:Col.11	[Col.12
UPPER LEVEL MANAGERS	: 0:	0	0	1 0	; 0 !	1 0	1 0	i U	: (	);	.1	1
MIDDLE OR OTHER MANAGERS	0			: 0	: 0	1 0	); 0 ;	: 0	: (		1 (	: 0
PROFESSIONALS	. 0	0	0	0	: 0	1		0	1	01 0	1 (	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	: 0		   0   0	1	1 (		1 0	1	* .	)	1
SUPERVISORS	0		. (		i (	1	01 (	); (	1	• •	ì	)}
FOREMEN/WOREN	i	: 0	1 (	1	); (	01	0: (	)  (	);	01	1	); (
CLERICAL WORKERS	; 0	: 0	1	) (	1	1	0:	);	0 :	0:	10	); (
SALES WORKERS	(	: :- (	);	0;	01	0:	1	0:	0 :	01	01	0:
SERVICE WORKERS	1 (	); (	1	01	01	0:	1		01	0:	0:	0;
SKILLED CRAFTS AND TRADES WORKERS	1	);	0 :	!	01	0:		1	01		01	0:
SEMI-SKILLED MANUAL WORKERS	1	0:	01	0:	0 !	01		0:	01	01	01	0 i   
OTHER MANUAL WORKERS	1	1	0:	0:	01	0:	0:	01	01	0;	0;	0:
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	O.I	0:	01	0:	0:	01	01	0;	01	01	V i
TOTAL NUMBER OF PROMOTIONS	į.	0.1	0.5	0.1	0:	0:	0:	0;	0;	0;	0:	U i

^{*} Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS: GREYHOUND LINES OF CANADA LTD.	:	SYSTEMS					TRANSIT		4 5	ING PERI		1989
LOCATION:National (CANADA) _X_ P	rovince/Te											
	: ALL EX	PLOYEES		91808A	INAL PE	JPLES	:PERSONS	HTIW SALTI.		IMEMBERS IVISIBLE	OF MINORI	
OCCUPATIONAL GROUPS	TOTAL : NUMBER	IMEN	WOHEN	! TOTAL ! NUMBER	MEN	NOMEN	TOTAL NUMBER	MEN	NOMEN:	I TOTAL I	MEN :	HOHEN
	10ol.1	1Col.2	Col.3	Col.4	Col.5	Col.6	:Col.7	8.103	1001.9	  Col.10	Col.11:	Col.12
UPPER LEVEL MANAGERS	; (	1 0	: 0	1 0	; 0 ;	; 0 ;	0	0	: 0	: 0:	0 !	. 0
MIDDLE OR OTHER MANAGERS		21 2	0		0		0	0	5	0	0	
PROFESSIONALS				: 0	: 0	; ; (	): 0	: 0	i (	): 0	0	
SEMI-PROFESSIONALS AND TECHNICIANS		); (	0	1 0	: 0		); 0	: 0	)} (	); 0	0	
SUPERVISORS	1	11 1	.: 0	0	, ,		); 0 ;	; ; ;	)    -	0	0	 
FOREMEN/WOMEN		t	); (	); 0	;	;			1	0 0	1	
CLERICAL WORKERS					); (	,	01 (		* .	0 0	0	
SALES WORKERS	•	11	)! !		,,		* '	) {	* '	0 0	0	1
SERVICE WORKERS	i	;	0;	);	* *	:	• •		4.	41	0	 
SKILLED CRAFTS AND TRADES WORKERS	:	01	0:	• •	1	0:	1	1	1	* '	1	)    - 
SEMI-SKILLED MANUAL WORKERS			4:	0:	0:	1	•	0:	0:	01 (	1 0	1
OTHER MANUAL WORKERS	1	1	0:	0:	01	0;	0 :	01	1	1	1	1
TOTAL NUMBER OF EMPLOYEES TERMINATED	1 1	111	3!	2!	0;	0:	0:	====== 0¦	0;	0;	0: (	0:

[#] Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS: GREYHOUND LINES OF CANADA LTD.		TRUUGHI RKSTRY	RIAL SE	otor: Pui	BLIC PA	\$55,552	TRANSI		:REPORT	INS PER	IOD:	198
LOCATION:National (CANADA)X_	Province/Ter	ritory	:On	tario		_	Das	gnated	CHA:			
	IALL EMP	LOYEES		ASORIG	INAL PE		PERSON DISABI	LITIES		IMEMBER	E MINO	RITIES
OCCUPATIONAL GROUPS	TOTAL :		1	TOTAL NUMBER	1	NOMEN	TOTAL	IMEN	HOMEN	TOTAL NUMBER	MEN	HOKE
	Col.1	Col.2	Col.3	Col.4	Col.5	1Col.6	Col.7	8.100	Col.9	Col.10	Col.1	11Col.
UPPER LEVEL MANAGERS	. 0		: 0	: 0	: 0	: 0	: 0	: 0		0 10		01
MIDDLE OR OTHER MANAGERS	0								(	); 0	! ! !	0:
PROFESSIONALS	0		. 0	0					); (	); 0	1	0:
SEMI-PROFESSIONALS AND TECHNICIANS	0			0			. 0	0	); (	0: 0		0:
SUPERVISORS	0	0	0	0	0	0	0		); (	0: 0	1	01
FOREMEN/NOMEN	0	0	: 0	0	0	0	. 0		)} (	0: 0		0:
CLERICAL WORKERS	0	0	: 0	)  0	. 0	. 0	1 0	(	); (	0; 0		0:
SALES WORKERS	0		1 0	);           0	1 0	0	1 0	(	)	0: 0	1	0:
SERVICE WORKERS	: 0	. 0			); (		1 (	1 (	0:	0: 0		0:
SKILLED CRAFTS AND TRADES WORKERS	0	1 0	1 (	); 0 ;	); (	); (	); (	); (	0:	0; (	) [ ) [ 	0;
SEMI-SKILLED MANUAL WORKERS	1 12	11	.1 1	11 (	); (	1		)   (	0:	0; (	); 	0:
OTHER MANUAL WORKERS	1 0	1	1		1	) 	); (	-	1	1	);	0;
TOTAL NUMBER OF EMPLOYEES TERMINATED	1 12										:==== ):	0:

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : !GREYHOUND LINES OF CANADA	A LTO.		I IND	EMS					TRANSI		REPORT	ING PERI	(OD:	1989
: LOCATION : National	(CANADA) _X	_ Prov	ince/Territ								CMA: _			
		ITER				t s			PERSON:	ITIES		LMEMBERS LVISIBLS	HINOR	
OCCUPATIONAL GROUPS	i i	1	TOTAL IMEN	11	IONEN	TOTAL	IMEN	I WOMEN	TOTAL	MEN	: NOMEN	:TOTAL :	MEN	: Nakow:
=======================================	Col.1	í	[Col.2 [Col	.3 10	001.4	Col.5	1Col.6	10ol.7	1001.8	Col.9	Col.10	[Col.11]	Col.12	Col.13
UPPER LEVEL MANAGERS	1	4	: 0;	0;	0	: 0	: 0	1 0	1 0	. 0	: 0	: 0:	0	: 0
	1	3	01.	0:	0	: 0	: 0	: 0	; 0	0	; 0	: 0:	0	: 0
		1 2	0:	0:	0	. 0	: 0	: 0	0	0	1 0	. 0	0	: 0
	1	1 1	: 0:	0:	0	. 0	: 0	1 0	1 0	0	: 0	: 0	: 0	: 0
MIDDLE OR OTHER MANAGERS	50,000 -	1 4	1 1	11	0	: 0	: 0	: 0	1 0	. 0	1 0	1 0	: 0	1 0
	54,399	: 3		0:	0	: 0	: 0	: 0	: 0	. 0	: 0	: 0	; 0	1 0
	40,000 -	1 2		01	0	: 0	: 0	1 0	1 0	. 0	; 0	1 0	: 0	: 0
	; ; 44,999	1 1	1 11	11	0	1 0	: 0	1 0	1 0		. 0	1	1	1 0
PROFESSIONALS	=======================================	1 4	: 0:	0:	0	; 0	: 0	1 0	1 0		: 0	: 0	: 0	1 0
	:	1 3	0	01	0	1 0	1 0	1 0	: 0	: 0	: 0	; 0	: 0	1 0
		1 2	01	01	0	1 0	1 0	1 0	1 0	1 0	1 0	1 0	: 0	1 0
		1 1	   0	01	0	1 0	1 0	1 0	: 0		1 0	1 0	0	1 0
SEMI-PROFESSIONALS	== ====================================	1 4	01	0:	0	1 0	: 0	11 0	1 0	: (	1 0	1 0	: 0	1 0
AND TECHNICIANS	1	1 3		0:	0	1 0	1 0	11 0	1 0	: (	1 0	0: 0	: 0	1 (
		1 2	01	01	0	1 0	1 0	1 0	1 0	! (	1 0	: 0	: 0	1 0
	1	1 1		0:	0	. 0	1 0	)! (	1 0	; (	); (	1 0	: 0	1 0
SUPERVISORS	35,000 -	4	1 21	21	0	: 0	1 0	): (	1 1	1 1	.1 0	1: 0	: 0	1 0
	; ; 39,999	1 3		0:	0	1 0	1 0	); (	1; 0	1 (	); (	1 0	: 0	: 0
	30,000 -		1 01	0:	0		1 0	); (	)! 0	1 (	); (		: 0	1 (
	34,999	1	2:	21	0	1 0	1 0	) (	): 0	; (	); (	): 0	1 0	) (
FOREHEN/WOHEN	45,000 -	1 4	: 0:	0;	0	1 (	); (	)} - (	); 0	; (	); (	); 0	: 0	); (
-		1 3	01	0:	0	1 (	); (	)) (	): 0	; (	); (	0 :	; 0	); (
	45,000 -	1 2		0:	0	1 (	)! (	)} (	); 0	: (	); (	): 0	1 0	); (
=======================================	; ; 49,999	: 1		11	0	1 (	); (	); (	); 1	:	L: (	); 1	: 1	П (

	:BOTTOM OF	TER	HALL EMI			ABORIG			PERSON DISABI	LITTES		IMEMBER IVISIBL	RS OF LE MINOR	RITIES
OCCUPATIONAL GROUPS	SALARY RANGE		TOTAL NUMBER	MEN		NUMBER	IMEN	HOMEN:	TOTAL NUMBER	I MEN	M3KOW!	TOTAL INUMBER	1	MSMOW!
	Col.i	,	  Col.2	1001.3	(Col.4	1001.5	10ol.6	Col.7	1001.3	1Col.9	:Col.10	(Col.11	1001.13	21051.1
LERICAL WORKERS	30,000 -		1 2	: 2		0	: 0	: (	); 0			1 (	)} (	);
	34,999	3	7	:		0		. (	); 0		: 0	( (	);	): :
	12,500 -	2	1 11	1	10	0	:	1 (	): 0	: 0		(	); (	)
	14,999	1	: 5		1 5	0		: (	); 0					);
ALES WORKERS		;===== : 4	1 0	: 0	: 0	: 0	: 0		); 0				) {	)
	;	3	. 0		•		: 0		); 0		); 0	1 (	):	) { - '
		2	1 0	. 0	. 0	. 0	•	: (	) 0				)!	0: -:
	i !	1	. 0	. 0	1 0	: 0	: 0	: (	) 0	1 (	) (	)} (		) 0; ======
ERVICE WORKERS	[	4	. 0		: 0	: 0	: 0	1 (		1 (			)!	0
	!	3	0		: 0	: 0	; 0	1 (		1 (	); (); ()	)[ (	): -!	0: -:
		2	: 0	. 0	: 0	. 0	. 0	. (		1 (			); -!	o: -!
		1	1 0	: 0	: 0	: 0	1 0	: (	); 0	1 (	); (	) (		0: ======
SKILLED CRAFTS AND	!	4	; 0	: 0	: 0	: 0	1 0	:		1 (	); (			0:
TRADES WORKERS		3	. 0	1 0	: 0	: 0	1 0	1 1		i (	); (		): -:	0! -!
	1	2	: 0	: 0	: 0	: 0	0			)} (	); (	)} (		o: -:
		: 1 !====	. 0	1 0	1 0	: 0	1 0	1	01 0	1 (	); (	);	01	0:
SEMI-SKILLED	45,000 -		: 8	: 8	1 0	: 0		1 1	0: 0					11
MANUAL WORKERS	49,999	1 3							0; ( -;					0: -:
	20,000 -	2	1 14	-14	. 0	. 0	: 0	1		): (	):	) (	01	01
	22,499	1 1	15											0: ======
OTHER MANUAL WORKERS	35,000 -	1 4		1 1	1 0	1 (	11 0	1	01 (	);	0; (	10		0:
	39,999	1 3					); 0		0; (					0:
	17,500 -			1 14	11 0	1 (	): (	11	01 (	):	01	0:	0:	0:
			: 14				); (						• /	0;
TOTAL NUMBER OF EMPLOYER	ES		1 141	.1 117	11 24	1 (	); (	1	01 :	21	21	0:	31	31

^{## 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA	LTO.		-	TRUDUST SYSTEMS				SSENGER	TRANSI	7	REPORT	ING PER	10D:	1989
: LOCATION : National	(CANADA) _X			rritory						ignated	CMA: _			
		TER	1	PLOYEES		1			PERSONS	LITIES		IMEMBERS IVISIBLE		ITIES
OCCUPATIONAL GROUPS	t the transfer transfer		TOTAL INUMBER	IMEN	: WOMEN	ITOTAL INUMBER	: MEN	N3MOW1	TOTAL	HEN	: WOMEN	TOTAL	1	: WOHEN
	Col.1		Col.2	[Col.3	Col.4	Col.5	Col.6	1Col.7	[Col.8]	Col.9	Col.10	Col.11	Col.12	[Col.13
UPPER LEVEL MANAGERS	1	4	: 0	: 0	: 0	; 0	; 0	: 0	: 0	0	: 0	0:	: 0	1 (
	1	3	. 0	1 0	1 0	: 0	: 0	1 0	: 0:	0	: 0	: 0:	. 0	1
		2	: 0	: 0	: 0	: 0	: 0	: 0	0	0	: 0	(	: 0	1
		1	. 0	. 0	1 0	: 0	1 0	: 0	: 0	0	1 0		0	1
MIDDLE OR OTHER MANAGERS		4	: 0	1 0	: 0	: 0	: 0	: 0	: 0:	0	: 0	1 0	: 0	1
		3	1 0	1 0	1 0	: 0	: 0	: 0	: 0	0	1 0	. 0	0	;
		2	. 0	. 0	: 0	: 0	1 0	: 0	: 0	0	: 0	1 0	1 0	1
	1	1	1 0	1 0	1 0	: 0	1 0	: 0	1 0	0	: 0	1	: 0	!
PROFESSIONALS		4	: 0	1 0	1 0	: 0	: 0	: 0	1 0	: 0	: 0	0	: 0	1
	1	3	. 0	: 0	1 0	: 0	1 0	: 0	1 0	0	: 0	1 0	0	1
		2	1 0	1 0	1 0	: 0	: 0	: 0	0	. 0	1 0	. 0	0	!
		1	. 0	. 0	: 0	. 0	: 0	; 0	: 0	0	: 0		. 0	1
SEMI-PROFESSIONALS		4	: 0	: 0	: 0	: 0	1 0	: 0	1 0	1 0	: 0	1 0	: 0	;
AND TECHNICIANS	1	3	: 0	. 0	. 0	1 0	. 0	. 0	: 0	0	. 0		1 0	1
	1	2	1 0	1 0	0	: 0	1 0	1 0	: 0	0	: 0	1 0	: 0	ŧ
	1	1	: 0	: 0	1 0	: 0	1 0	1 0	. 0	0	. 0	1 0	: 0	1
SUPERVISORS		4	: 0	: 0	: 0	1 0	: 0	1 0	: 0	0	: 0	1 0	: 0	1
	1	3		1 0	1 0	: 0	1 0	1 0	: 0	: 0	: 0	: 0	: 0	1
		2		. 0	. 0	: 0	. 0	. 0	. 0	. 0	: 0	(	1 0	į.
	1	1	1 0	1 0	1 0	: 0	: 0	; 0	; 0	: 0	: 0		; 0	4 5
FORENEN/WOKEN	1	4	1 0	1 0	: 0	1 0	: 0	1 0	: 0	: 0	1 0	0 1	1 0	1
		3	1 0	1 0	: 0	1 0	1 0	: 0	1 0	: 0	: 0		: 0	1
		2	1 0	1 0	: 0	1 0	1 0	: 0	: 0	: 0	: 0		: 0	1
		   1										;		{ {

	180TTOM OF	TER	1	PLOYEES		ABORIG			PERSONS	.17188		MEMBER!		ITIES
OCCUPATIONAL GROUPS	ISALARY RANGE	<b>!</b>	TOTAL NUMBER	I MEN	1	TOTAL NUMBER	I MEN	WOMEN	TOTAL NUMBER	MEN		TOTAL NUMBER	1	WOMEN
	Col.1	1	[Col.2	(Col.3	Col.4	(Col.5	Col.6	Col.7	: :Col.8	Col'.9	[Col.10	Col.11	Col.12	Col.13
clerical Workers	22,500 -	;===== ; 4		1 1				: 0	0	0	: 0	0	0	0
	24,999	3	1 1	1 1	. 0	0		1	: 0		0	· : 0	0	. 0
	0 -	2	: 0	. 0			: 0		•		.!	: 0 !	0	: 0
	2,499	1 1		1 1	. 2	: 0	. 0		: 0	: 0	. 0			
SALES WORKERS	:	1 4	1 0	1 0	1. 0	1 0	: 0	1 0	0	: 0	: 0	. 0	. 0	! (
	i i i	3	•	1 0	. 0		1		•		0	. 0	. 0	
		2	,	); 0	. 0	. 0		: 0	.: 0		. 0	0	0 	
		1 1	; (	); 0	1 0	1 0	1 0	. 0	0		): 0: 0:=======			
SERVICE WORKERS	[	1 4			1 0		; 0		: 0		): 0	. 0		)
	1 1	1 3	: (	)! (	. 0	: 0	1 0	1 0	0		)	0	1 - 0	)
	1	2	(	); (	. 0	. 0	. 0	. 0	1 0	. (	); -;	. 0		): -:
	1	1			: 0	: 0	. 0	: 0	); 0; 1; ======	. (	); 0	1 0		){ :=====
SKILLED CRAFTS AND		: 4				1 0	1 0	1 (	): 0		); (	1 0	1 0	) { - !
TRADES WORKERS	1	3		); (	1 (				): 0			•	•	)    -
	1	2	1 (	); (				) 	): 0 -:		0: (	: ): -!		): -:
		1			i (	); (	)] (	); (						): :=====
SEMI-SKILLED	20,000 -				H (	): (	); (		); 0	1 1	0; (			)   - !
MANUAL WORKERS	22,499	3	1 :	31 :		)] (	*				0; ( -!	· )}    (	· )}	) -:
	5,000 -	2		11	):	ii (		); (			0; (	) -:	); (	); -:
	7,499	1												0: =======
OTHER MANUAL WORKERS	17,500 -		1			);	); (	):		i .	01 (		); (	0:
	19,999	3				01		•		•		0: (	) (	o: -:
	0 -	2		21 -!	11	11	)(	); -:	0; (	)   -	0:	0:	);	o: -:
	2,499	1 1		61	61 :	01	01	0:				0:	):	0: ======
TOTAL NUMBER OF EMPLOYE	ES		1 2			51	01 .	0:		):	0:	v 1		01

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : IGREYHOUND LINES OF CANADA LTD.		TRUONT RESTRY	RIAL SE	CTOR:PU	BLIC PA	ISSENGER	TRANSI	T	TREPORT	ING PER	100:	1989
:: LOCATION : National (CANADA) _X_ Prov	ince/Ter	ritory	:Mai	nitoba_			Des	ignated	CMA: _			
	IALL EMP	PLOYEES		ABORIG	INAL PE		IPERSON IDISABI	LITIES		HEMBER	E MINOR	ITIES
SALARY RANGES	TOTAL NUMBER		WOMEN	NUMBER	1	: WOMEN	TOTAL NUMBER	MEN	HOMEN	TOTAL NUMBER	MEN .	HOMEN
	[Col.1 ]	Col.2	Col.3	Col.4	Col.5	[Col.6	1Col.7	1Col.8	:Col.9	Col.10	:Col.11	:Col.12
UNDER \$ 10,000	. 0	0	: 0	: 0	: 0	); (	): 0	1 0	1 0	: 0	1 0	1 0
\$ 10,000 - \$ 14,999	4	0	. 4	: 0	1 (		): (			: 0		); (
\$ 15,000 - \$ 17,499	1 0			. 0	. (	); (	) (		); (			); (
\$ 17,500 - \$ 19,999	3	1	2	: 0	i (	); (	) (	); (		: 0	: 0	); (
\$ 20,000 - \$ 22,499	22		: 9	: 0	; (	0: (	; (	)} (	); (	0	1 0	)[
\$ 22,500 - \$ 24,999	10	. 6	. 4		i (	0: (	); (	); (		1 0	1 (	):
\$ 25,000 - \$ 27,499	20	15	. 5	1 (	1 1	0: (	); (	); (	); (			);
\$ 27,500 - \$ 29,999	1 11			: (	1					)! (	); (	01
\$ 30,000 - \$ 34,999	1 16	16	. 0	1	,	•	0;	);	0! (	); (	)	0:
\$ 35,000 - \$ 39,999	40		1 0			0:			1; (	··	' '	01
\$ 40,000 - \$ 49,999	14	1 14	. 0	i (	):	0 (	01	11	,	oi s	31 (	31
\$ 50.000 - \$ 69.999	-    1 -	1 1	. 0	1 (	) [	0:	0:	01	0:	) (	)} (	0;
\$ 70,000 AND OVER	-;		1 0	1 (		0:						01
TOTAL NUMBER OF EMPLOYEES	: 141	117	1 24	1	) {	0:			====== 2: =======			31

[#] Use separate Parts for permanent part-time and temporary employees

GREYHOUND LINES OF CANADA LTD.		SYSTEMS										
LOCATION: National (CANADA)X_	Province/Te	rritory	:Mai	nitoba_		_	Qes:	ignated 	CMA: _			
	IALL EN	PLOYEES		A80RIG	INAL PE		PERSON: DISABI			HENBER IVISIBL	S OF E MINOR	ITIES
SALARY RANGES	TOTAL INUMBER	1	MOMEN	NUMBER	1	:	TOTAL NUMBER	į.	1	INUMBER	1	: WOHEN
	  Col.1	1Col.2	Col.3	Col.4	  Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.1
UNDER \$ 2,500	} 4	: 3	1 1	; 0	: 0	: 0	: 0	. 0	; 0			: :
\$ 2,500 - \$ 4,999	: 5	1 4	1 1	1 0	: 0	1 0		: 0	): 0			)
\$ 5,000 - \$ 7,499	2	. 2	1 0		1 0	1 0		; (	); (			): -:
<b>5</b> 7,500 - <b>\$</b> 9,999	1 1	: 0	1	. (	: 0	1 0	0	; (	); (	): (	1 (	):
\$ 10,000 - \$ 12,499	1 3	2	1 1	; (	); 0	: 0	; 0	(	); (	); (	); (	):
\$ 12.500 - \$ 14.999		: 3	; 0	1 (	): 0	(	: 0	1 (	0; (			o: -'
\$ 15,000 - \$ 17,499		11 3	: 0	: (	); 0	1 (		1	01 (	• •		o: -:
\$ 17,500 - \$ 19,999		H 4	. (	1 (	); (	)} (		1	0;	01 (		o: -!
\$ 20,000 - \$ 24,999		31 2	: :		); (	); (		i i	01	0:	):	): -!
\$ 25,000 - \$ 29,999		); (	); (	1	); (	); (	); (	):	01	0:		0:
\$ 30,000 - \$ 39,999	'	) (	) (	)	01 (	);		);	01		0:	0:
\$ 40,000 - \$ 49,999	; (		) (	);	0; (	) :		):	0:	0:	0: -:	01
\$ 50,000 AND OVER	; (		);	):	01 (	):		):	01	* '	v 1	0:
TOTAL NUMBER OF EMPLOYEES	: 21											0:

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : ISREYHOUND LINES OF CANADA LTD.		INDUST SYSTEMS				SSENGER	TRANSI		IREPORT	ING PER	160:	1589
: LOCATION :National (CANADA)X_ ?	rovince/Te	rritory	:#a	nitoba		-	Des	ignated	CHA:			
	IALL EM			†		OPLES	:DISABI	LITIES		MEHBER UNISIBL	E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL .	IMEN	: HOMEN	TOTAL INUMBER	IMEN I	I WOMEN	TOTAL NUMBER	IMEN	I WOMEN	TOTAL INUMBER	IMEN I	LWOMEN
	1Col.1	1001.2	1001.3	1Col.4	1Col.5	1001.6	1Col.7	Col.8	1Col.9	[Col. 10	(Col.11	Col.12
UPPER LEVEL MANAGERS	: 0			1 0	1 0	1 0		: 0		. 0		
MIDDLE OR OTHER MANAGERS	: 0			. 0		0			: 0			. 0
PROFESSIONALS	. 0	: 0	: 0	1 0	: 0	0		[ 0		0		. 0
SEMI-PROFESSIONALS AND TECHNICIANS	. 0	: 0	: 0	1 0	1					0		: 0
SUPERVISORS	. 0	: 0	1 0	1 0		0	; (	: 0		0		
FOREMEN/WOMEN	0	0	0	. 0		0		1		0	0	. (
CLERICAL WORKERS	0	. 0			1 0	); 0		); 0	: 0	: 0		(
SALES WORKERS	0	1 0	1 0	1 (	1 (					0		1 (
SERVICE WORKERS	. 0	: 0	0				1	1		): 0		(
SKILLED CRAFTS AND TRADES WORKERS	i	:	1 0	:	); (	); 0	•	); (	); (	); 0	0	); (
SEMI-SKILLED MANUAL WORKERS	1	:		); (	){ (	): 0	(	); (	); (	); 0	0	); (
OTHER MANUAL WORKERS	1	.1 .1	1	1	i i	1	1	1	1	1	1	1
TOTAL NUMBER OF EMPLOYEES HIRED	1	.1 1	.1 (	); (	): (	); (	11 (	) (	); (	): (	); 0	); (

^{*} Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		STEMS				SSENGER			:			1989
: LOCATION : National (CANADA)X_							Des					
	IALL EMPLO			i t			IDISABI	LITIES		MENSER:	E MINOR	
OCCUPATIONAL GROUPS	TOTAL IMI	EN :	MOMEN	TOTAL NUMBER	IMEN I	I WOMEN	I TOTAL I NUMBER	MEN	WOMEN	TOTAL NUMBER	IMEN	WOMEN .
	1Col.1 1Co	01.2	Col.3	Col.4	Col.5	(Col. 8	1Col.7	1Col.8	1Col.3	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	; 0;	0	0	; 0	1 0	); 0	1 .0	: 0	1 0	; 0 ;	: 0	0
MIDDLE OR OTHER MANAGERS	0:	0					0	: 0	1 0		. 0	
PROFESSIONALS	01	0		:	1		0	. 0	. 0	1	0	į.
SEMI-PROFESSIONALS AND TECHNICIANS	. 0:	0	0		1		0	•	: 0		0	
SUPERVISORS	: 0:	0	. 0	1	); (	0: (	); (				1	0
FOREMEN/WOMEN	: 0:	.0	: 0	; ; ;	) (	0; (	); (	i o	1	): 0	); 0	0
CLERICAL WORKERS	31	1			); (	0: (	); (	); (				0
SALES WORKERS	01		!	1	1	1	1	}	); (	); (	)} (	
SERVICE WORKERS	: 0:		: (	);	0	0:	0 (	1	1	1		); (
SKILLED CRAFTS AND TRADES WORKERS	01	0	: (	•	3		,	1	01	0: (	01 (	); (
SEMI-SKILLED MANUAL WORKERS	1 11	1	1	);	0:	01	1	)	ı	,	0	); (
OTHER MANUAL WORKERS	101		1	1	<u> </u>	1	01	01	01	1	1	) (
TOTAL NUMBER OF EMPLOYEES HIRED	-1 141					01	01	0:		0;	01	0:

[#] Use separate Parts for permanent full-time and temporary employees

I NAME OF BUSINESS : IGREYHOUND LINES OF CANADA LTD.	; 15	YSTEMS								ING PERI	OD:	1989
LOCATION : National (CANADA)X_												
	IIN THE	DOCUPAT	IONAL	GROUPS	TO WHICH	H OR WI	THIN WH	ICH THEY	HAVE	BE REPOR	T PROM	LY OTED)
	ALL EMP	LOYEES		:ABORIG	INAL PE	OPLES	PERSON	S WITH LITIES		IMEMBERS	OF MINOR	23171
OCCUPATIONAL GROUPS	TOTAL I	MEN	WOMEN	TOTAL NUMBER	HEN	I WOMEN	TOTAL NUMBER	I HEN	HOMEN	TOTAL :	HEN	MOMEN
	Col.1	Col. 2	Col.3	[Col.4	Col.5	1Col.6	Col.7	Col.8	Col.9	(Col.10)	Col.1i	:Col.12
UPPER LEVEL MANAGERS	: 0:	0	0	1 0	0	1 0	0	1 0	C	0	- 0	1 0
MIDDLE OR OTHER MANAGERS	: 0	0	0	0	1 0	1 0	: 0	: 0	. (	0	0	1 0
PROFESSIONALS	0	0	0	0	: 0	: 0	: 0	: 0	¦ (	); 0		); 0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	1 0	1 0	: 0	: 0	: :	); 0		); 0
SUPERVISORS	0	0	1 0	1 0	1 0	1 0	1 0	1 0	(	0 0	: (	0
FOREMEN/HOMEN	1 0	; 0 ;	: 0	1 0	1 0	); (	1 0	0	; ;	0 :	{	)! () 
CLERICAL WORKERS	. 0	0	: 0	); (	1 0	); (	0	1 0	1	0: 0	; ;	0: 0
SALES WORKERS	; 0	: 0	: (	1	1 (	) (	) (	) 0	1	0; 0	1 (	01 (
SERVICE WORKERS	•	1	: (		) (	1 (	); (	); 0	1	1		01 (
SKILLED CRAFTS AND TRADES WORKERS	0	: 0	i (	) (	1 (	01 (	) (	0: 0	,	0: 0	1	0;
SEMI-SKILLED MANUAL WORKERS	1 0	; 0	1 (	); (	); (	1	); (		1	0: 0	1	0:
OTHER MANUAL WORKERS	. 0	i (	1	01 (	1	0:	): (	oi d	i.	01 0	1	01
TOTAL NUMBER OF EMPLOYEES PROMOTED	; 0	(	:	0;	0:	01 -	):	01 (	i i	01 0	) i	0;
TOTAL NUMBER OF PROMOTIONS	1 0	11 (	):	0:	0;	0:	0;	0; (	1	01 (	;	0:

[#] Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : ISREYHOUND LINES OF CANADA LTD.	;	SYSTEMS			BLIC PA				1	ING PER	OD:	1989
LOCATION : National (CANADA) _X_ Prov												
	EMPLOY	EES PRO	MOTED (	EMPLOYE GROUPS	ES PROM TO WHIC	OTED OU H OR WI	RING TH THIN WH	E YEAR	ARE TO Y HAVE	SE REPOR	TED ON	
	TALL EM	PLOYEES		:ABORIG	INAL PE	DPLES	PERSON DISABI	S WITH		HEMBERS	OF MINOR	ITIES
	TOTAL	THEN	HOMEN	TOTAL NUMBER	I MEN	Makow:	: TOTAL : NUMBER	HEN	: WOMEN	TOTAL :	HEN	WOHEN
	Col.1	Col.2	1Col.3	Col.4	Col.5	Col.6	1Col.7	1Col.8	Col.9	(Col.10)	Col.11	1Col.12
UPPER LEVEL MANAGERS	; 0 ;	1 0	: 0	: 0	: 0	; 0 ;	; 0 ;	: 0 :	: 0 :	1 0	0	: 0 :
MIDDLE OR OTHER MANAGERS	: 0	0	0	. 0	0	0	0	: 0	0	1 0	0	0
	1 0	0	. 0	: 0	0	0	0	: 0	: 0	1 0	. C	: 0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	: 0	0	0	0	0	: 0	1 0	0	0	1 0
SUPERVISORS	: 0	0	0	1 0	1 0	0	1 0	i- 0	1 0	1 0	0	1 0
FOREXEN/WOMEN	: 0	1 0	. 0	: 0	1 0	1 0	: 0	: 0	1 0	0	0	: 0
	0	0	0	: 0	: 0	: 0	. 0	0	1 0	0	0	0
SALES WORKERS	1 0	0	1 0	1 0	: 0	0	1 0	1 0	: 0	1 0	: 0	1 0
SERVICE WORKERS	: 0	1 0	: 0	1 0	1 0	0	: 0	0	1 0	1 0	1 0	1 0
SKILLED CRAFTS AND TRADES WORKERS	1 0	); (	1 0	1 0	1 0	1 0	1 0	; 0	1 0	1 0	: 0 :	0
SEMI-SKILLED MANUAL WORKERS	; 0	): (	1 0	1 0	1 0	1 0	1 0	1 0	1 0	: 0	; 0 ;	1 0
OTHER MANUAL WORKERS	1 0	); (	)	1 0	; 0	1 0	1 0	1 0	1 0	1 0	; 0 ;	1 0
TOTAL NUMBER OF EMPLOYEES PROMOTED	; (	); (	1 0	1 0	: 0	; 0	: 0	: 0	1 0	0	: 0	1 0
TOTAL NUMBER OF PROMOTIONS	: (	); (	: 0	1 0	: 0	: 0	1 0	1: 0	1 (	1 0	1 0	1 0

^{*} Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		TRUDUST SYSTEMS		CTOREFU	alic PA	SSENGER	TRANSI	ī	REPORT	ING PERIO	0:	1989
LOCATION : National (CANADA) _X_	Province/Te	rritory	:Ma	nitoba_			Des	ıgnated	CMA:			
	IALL EM	PLOYEES		### TOTAL MEN   HOMEN   TOTAL ME						MEMBERS :		TIES
OCCUPATIONAL GROUPS	ITOTAL INUMBER	:	1	INUMBER	1	1	TOTAL NUMBER	IMEN	: HOMEN	TOTAL IN	1	NEKOW
	Col.1	Col.2	Col.3	[Col.4	1Col.5	Col.6	Col.7	Col.8	1Col.3	(Col.10)C	ol.111	
UPPER LEVEL MANAGERS	. 0							: 0			0;	
MIDDLE OR OTHER MANAGERS	0	. 0	: 0	1	t t	1			0	0	0:	
PROFESSIONALS		; 0		. 0	: 0	. 0				0:	0:	
SEMI-PROFESSIONALS AND TECHNICIANS	. 0	: 0	: 0							0:	0:	(
SUPERVISORS	0		. 0			1	1 4	1	1	0	01	(
FOREMEN/HOMEN	0	. 0	:	0	0	1 0	: 0	: 0	•	01	01	
CLERICAL WORKERS	2	: 0	: : 2	:: 0	   0 	); 0 	: 0	1 0	: 0	01 01	0:	
SALES WORKERS	. 0		: 0							0:	0:	
SERVICE WORKERS		: 0	   (			., .			: 0	); 0; ; i	01	
SKILLED CRAFTS AND TRADES WORKERS	. 0	0	1 (	) 0		); 0				0:	0:	
SEMI-SKILLED MANUAL WORKERS	1 2	1 1		: :: 0	1 (		1		i 0	-::- ):	0:	
OTHER MANUAL WORKERS	i	1 2	1	1	1	0: 0	1 0	1 0	0	); 0;	0:	
TOTAL NUMBER OF EMPLOYEES TERMINATED										); 0;	01	

^{*} Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTO.		SYSTEMS	CIAL SE			SSENZER			REPORT	ING PER	IOD:	1389
: LOCATION : National (CANADA)X_	Province/Ter	ritory	:Ma	initoba_	*****	-	Das	ıgnated	CMA: _			
	TALL EMP	LOYEES		LASORIG	INAL PE		(PERSON:	LITIES		IMEMBER:		ITIES
OCCUPATIONAL GROUPS	LATOTI NUNBER		1	TOTAL NUMBER	1	HOHEN 1	TOTAL NUMBER	HEN	:	TOTAL	:	: WOMEN
	1Col.1	Col.2	Col.3	Col.4	Col.5	1001.8	Col.7	Col.8	1Col.9	Col.10	Col.11	[Col.1
UPPER LEVEL MANAGERS	. 0			0	: 0	1 0	: 0					
MIDDLE OR OTHER MANAGERS	0			0		1 0		0		0		
PROFESSIONALS	. 0			); 0		0	. 0	. 0	: 0	: 0	: 0	
SEMI-PROFESSIONALS AND TECHNICIANS	. 0	0	:	); 0		: 0					; ; ;	: : :
SUPERVISORS	0		(	); 0	1	•	!	1		. 0		1
FOREMEN/WOMEN	. 0	0	: (	)		. 0	: 0			: 0	1 0	1
CLERICAL WORKERS	0	0	   (	); 0	: 0	0			0	. 0	1 (	1
SALES WORKERS	. 0	0	   (	); 0 ;		0	0		1 0		   (	   
SERVICE WORKERS	0		: (			: : 0				: 0	   (	   
SKILLED CRAFTS AND TRADES WORKERS	. 0		; ; (	); 0		: :- 0	: 0	: 0		1 0	   (	   
SEMI-SKILLED MANUAL WORKERS	7		. (	-   );	1	: :: 0 ::	1	1	. 0	0	(	   
OTHER MANUAL WORKERS	3		1	1	1 0	0	0	; 0	: 0	1 0	1	) [ 
TOTAL NUMBER OF EMPLOYEES TERMINATED	10											:==== ):

^{*} Use separate Parts for permanent_full-time and temporary employees

: NAME OF BUSINESS : IGREYHOUND LINES OF CANAGA	LTO.			INDUSTR NYSTEMS	IAL SE	CTOR: PU	SLIC PA	SSENSER	TRANSI	ī	REPORT	ING PERI	00:	1989 ;
: LOCATION : National	(CANADA) _X	Prov	ince/Tar	ritory	:Alo	perta		-	0es	ignatad	CMA: _			
	:70P AND	QUAR- TER	IACC EMP	LOYEES		1480216 1	INAL PE	OPLES	PERSON DISABI	S WITH		MEMBERG EVESTBLE	37	7128
OCCUPATIONAL GROUPS	I SHEAK! KANGE!		TOTAL I	MEN :	WOMEN	I TOTAL I NUMBER	imen I	:Women	TOTAL INUMBER	IMEN I	I WOMEN	TOTAL : NUMBER:	*	WOMEN !
	Col.1		1Col.2	Col.3	Col.4	Col.5	Col.6	1Col.7	10ol.8	1001.9	(Col.10	[Col.11]	Col.121	Col.131
UPPER LEVEL MANAGERS		4	1 1	11	0	; 0	: 0	1 0	1 .0	; 0	1 0		0:	0;
		3	. 0	0:	0	1 0	: 0	1 0	1 0	1 0	: 0		0:	0:
	70,000 -	2	: 0	01	0	: 0	: 0	1 0	4 0	: 0	1 0	0:	01	01
	: AND GVER	1	1 1	1	0	; 0	: 0	1 0	1 0	; 0	: 0	: 0:	0:	01
MIDDLE OR OTHER MANAGERS	70,000 -	4	1 7	7	0	: 0	: 0	11 0	0 0	: 0	: 0	: 0:	01	01
	AND OVER		1 4	31	1	: 0	: 0	1 0	1 (	1 0	1 0		0:	01
	20,000 -		1 22	20	2	: 0	: 0	01 0	4 (	1 0	1 0		0;	01
	22,499	1	: 22	16.	6	: 0	1 0	); (	1 (	11 (	); 0	1 01	0:	01
PROFESSIONALS	45,000 -	. 4	: 2	2:	0	1 0	: 0	); (	): (	11 (	); 0		0;	01
	49,999	3	1 7	7	: 0	; 0	1 0	); (	); (	); (	); 0	 	1:	01
	22,500 -	1 2	1 12	; 3	3	: 0	: 0	); (	); (	); (	); 0		11	01
***************************************	24,999	1 1	: 5	: 3	1 2	: 0	1 (	); (	):	); (	01 0	1 0	0:	01
SEMI-PROFESSIONALS	1	4	: 0	: 0	1 0	: 0	4 (	) (	): :	); (	): 0	0:	0:	: 0:
AND TECHNICIANS	1	3	: 0	: 0	. 0	1 0	i (	); (	);	); (	01 (		0:	: 0:
		1 2	. 0	1 0	. 0	1 0	(	): (	); (	); (	); (	0.	0	01
	; ; ;={================================	1 1	: 0	: 0	1 0	1 0	1 (	): (	):	); ;	); (		0:	: 01
SUPERVISORS	40,000 -	: 4	1 14	1 10	1 4	H 0	) (	01 (	):	()	11 (	)! 0 -{	0	1 01
	44,999	1 3	1 8	: 5	1 3	81 (	); (	01 (	):	:	01 1		0.	: 0:
	12,500 -		1 4	1 0	1 4	H (	); (	0:	0 (	0:	0: (		0	1 0
***************************************	14,993	1 1	. 2	1 1		i (	):	01 :	01	);	01 (	): 0	. 0	1 0
FOREMEN/WOMEN	! 45,000 -	: 4	1 1	1 1	1 (	); (	);	0:	0;	01	0: :	);	1 0	1 0
	49,999	1 3	1 1	1 1	; (	); (	);	0:	0:	0;	0: (		1 0	: 0
	35,000 -	1 2	1 3	: 3	(	01 (	):	01	0:	0:	0: (	o:	; 0	; 0
	39,999	1 1	1 2	. 2	: (	);	01	0:	01	0:	0:	0: 0	1 0	1 0

	:80TTOM OF	ITER :	TALL EMP			(ABORIG		EBPLES	IPERSONA IDISABIL			IMEMBERS IVISIBLS	S OF E MINOR	17123
OCCUPATIONAL GROUPS	ISALARY RANGE	: :	TOTAL NUMBER	IMEN I	HOMEN	TOTAL NUMBER	IMEN I	e;	NUTAL REBNUKI			INUMBER	1	NSMOWE
	Col.1	1 1	(Col.2)	:Col.3	(Col.4	1001.5	1001.6	1051.7	1001.8	(651.9	1061.10	1861.11	1001.12	::::::::::::::::::::::::::::::::::::::
======================================	35,000 -	(=====) ; 4	1 2						); ======					
	39,999	1 3	421	12	30	;			-{) )( 1)	i i	.;	31	:	:; :}
	10,000 -	1	93	101	83	:		01 0	) ) 2	1	   1	13	:0	; ; 1
	12,499		52	1 41	48	: 0	1	0: 0	-    5	1				
ALES WORKERS	27,500 -	=====    4	1 3	1 13	1 2	1 0	:	01 0	); 0					
	29,999	: 3			•	1	1		0 1		); 0	. 0	: 0	·; );
	22,500 -	2	2			. 0	1	0: 0	); 0.	. 0	): 0	0	0	); 
	24,999	1 1	1 1		1 1	1 0	:	0: 0	: 0	: 0	): 0			);
ERVICE WORKERS	27,500 -		: 0:		: 0	1 0	:	0: 0	::===== ): 0 -:	: 0	); 0	1 0		): -:
	29,999	3	0	t	'	1 0	1	01 (	); 0	1 0	); 0		); 0	
	27,500 -	1 2	0	0:		i c		01 (	); 0	. 0	0 0			) -;
	29,999	1 1	1		1 1	.: 0	1	01 (	); 0	: 0	); 0	: 0	): 0	);
KILLED CRAFTS AND	1	1 4	0			0	(	01 (	0: 0					);
RADES WORKERS		3	0	0	0	);	1		0: 0	. 0	) 0	0	0	) -;
		2	0:	0		0		• •	0: 0		); -	0	) 0	)   -
		1	. 0			: :!=====			0; 0 =;=====					); =====
SEMI-SKILLED	60,000 -	,	4		1 0	): 0	1		0: 0					0:
MANUAL WORKERS	64,999	3	154	154		0: 0	E E	01	0: 1 -:		1: 0	) 0	): 0 -!	)  -:
	12,500 -	2	168		: 5	51 0	1		01 1	1 1	ii 0 -:	): 5 -:	5! 5 -!	5: -:
	14,999	1	34						0:			-		): 
OTHER MANUAL WORKERS	30,000 -	1 4	7		1 0	); 0	1	01	01 0				): 0	0: -!
	34,999	3	37	34		31 0	1				0: 0	3	3i 2 -:	2! -:
	12,500 -	2	67		0	) 0	1		0; 1 -;		1: 0	)   1	i 1 -:	: 1; -;
	14,999	1 1	14	11 13	1 1		1	0:	0; 0 =======			)  1 =======		
TOTAL NUMBER OF EMPLOYEE			800						01 13			33	31 11	11

^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

and the second of the second o lua III w 🚉 Nazilhal Jawaii. ___ less,mates lite: _____ --- 445 12000 1502 2.0 2722 ALARY RANCE: 60 : Giri : .00:12 | Derit : Deri 1 4 . 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: 0: UPPER LEVEL MANAGERS 1 2 1 01 0: 01 SIDDLE OR OTHER MANAGERS | a: 1 0 1 01 0: 0: 0: 0: 0: 0: 0: 1 1 1 01 01 e. b: 0 0: 0: 0. PROFESSIONALS 0: 0: 0: 0: GEMI PROFESCIONALS 1 4 1 0 0 57 AND TESTINIONAG 1 2 1 91 G. G. G. G. G. SUPERVISORS 30,000 - 1 4 1 01 0. 0: 01 1 1 1 1 1 and the second : 3 . . .

^{*} use separate Parts for persanent ( ) & 1 reserve to the lowest savery quarter;

	TOT AND STORY	2040 127	AUL 87701	1880	i i	12017017	au PICPI	:0	11171 A SASILII		10 10	CMBCRG :	 T KINGRIT	775,
200 A 1000 1000 1	Dauail (1900)		100	- 12 - 12 - 125 - 1		-IMBERI				-, -		1732 17 248281		2.28
	22.1		361.2 (6:	21.0 va	51.÷ (	01.5 (C	al.6 ,5a	1.7 66	1.0 1:	:1.5 ;0a	1.1010	51.1176	31.121	301.131
	este (####################################				:::::;:		)				0,			0:
DIERICAL WERKERS	#24000 T 1									, -,	-1-		ř	;
	22,-99	;	5: 	3† 	2;	0;	91 		;	0, ,	;-	0; ;-	;	() ()
	0 - ;	2 .	441	31 ; -			0; ;		0, ,	0: :-		;-		
:	2,499	: :	161	101	51	0;	0:	0.	). :=====	0: =======	0; ====;			0;
SALES WORKERS		4	0:	01	01	01	01	01	01	01	01	01	01	01
	1 5	3	01	01	0.1	0:	01	01	01		0.1		01	01
		2 :	0:	01	01	01		0:		01	0:	0;	01	0.5
	2	1	0:	0:	0:	01	0:	A 1	01	Ĉ.	01	01	01	01
SERVICE WORKERS		4	0.1	0.1	0.5	0.1	01	8 i	9.	01	0.1	0.1	91	01
		3	0:	01	01	0;		- 2.	01	01	01	91	0.1	.01
		2	01	;- 0;	01	01	01	41	01		01	01	0.0	01
	: : :	1	0;	01	01	01	01	V1	0.	0;	Λ ( V )	01	0:	01
SKILLED CRAFTS AND		4	0:	0:	01	01	01	7 - V - 1	01	01	01	01	01	01
TRADES WORKERS	: * *	3	01	01	A ?	A:		A.1 V.1	÷.		0.1	01	0.1	01
	<u> </u>	2	01	01	01	0:	0:	0.1	01	0;	01	01	01	01
	1 1 4 1	1 1	-   0	01	01	01	01	01	01	01	0.1	01	0:	01
semi-skilled	20,000 -	: 4	51	51	01	0.1	01	0.1	v:	01	V.	0.1	0.5	. 21
MANUAL WORKERS	22,499	3		121	- 4 i	01	91	V.	01	0.1	0.	····· !	3	0.
	1 0 -	2		81	0.1	6:	61	01	01		01			0
	2,499	1 4	41	41	0	0:	01	01	0.1	01	01	. 01	C	01
OTHER MANUAL WORKERS	1 17,500 -	1 4	: 31	31	0.	01	01	0;	01	01	0.7	0.5	0	: 0:
	19,999	3		41	1	0:	Q:	V 1	Š.	01	0.	. 01	Ç	0:
		1 2	1 121	121	0	. 0	01	Ç		0:	0.	01		0
	2,499	1	9:	81	- 1	: 0	()	÷.	Ĵ.		ô	. 01	0	
TOTAL KUNBER OF EMPLOYEES			1 681	791	19	; 0	01	9.1	÷.	Ŷı.	0		÷	. :

ewil refers to the lowest salary quarter. I refers to the Highest salary quarter.

LOCATION :National (CANADA) _X_ Pro	vince/Ter	ritory	: _All	perta			Des:	ignated	CMA:			
	: ALL EXF	PLOYEES		ABORI6	INAL PE		:PERSONS			IMEMBER	S OF E MINOR	ITIES
SALARY RANGES	TOTAL NUMBER			NUMBER	!	1	TOTAL NUMBER			TOTAL NUMBER		I WOMEN
	Col.1		Col.3				Col.7			Col.10	Col.11	Col.1
UNDER \$ 10,000	( 0:							-		; ====== ; 0 !		1
\$ 10,000 - \$ 14,999	22		19	0	: 0	. 0	. 0	0		,	: 0	
\$ 15,000 - \$ 17,499	28	11		'	•		4.		3	1 1	: 0	1
\$ 17,500 - \$ 19,999	45	11							1 1	: 9	: :	
\$ 20,000 - \$ 22,499	109		: 40	. 0	. 0	. 0		1		4	0	:
\$ 22,500 - \$ 24,999	: 64	26	: 38	. 0		0		. 0			1 1	:
\$ 25,000 - \$ 27,499	81			•	1 1		: 0	,	1 0	1 3	1 1	
\$ 27,500 - \$ 29,999	62	49	1 13	. 0	: 0	. 0	. 0	. 0	. 0	1 2	1	1
\$ 30,000 - \$ 34,999	106	99	1 7	. 0	0	1 0	3	: 2	1 1	1 5	1 5	!
\$ 35,000 - \$ 39,999	125					. 0	1 1	1	0	2	2	1
\$ 40,000 - \$ 43,999	127	123		. 0	. 0	: 0	1 1	1	0	1 0	1 0	
\$ 50,000 - \$ 69,999	18	•	•	: 0	0	: 0	: 0	: 0	)		( 0	1
\$ 70,000 AND OVER	1 13	12	;i	. 0	1 0	: 0	: 0	: 0	,		: 0	

[#] Use separate Parts for permanent part-time and temporary employees

INDUSTRIAL SECTOR: LIBER CASSEAULT TAKE IT CASSETTIAL CONTUB: 1989 : 1442 07 00014500 : _X_ Ordvince/Territory : __Alberta : LECATION : ___ National (CARADA) ten i reportation community report in the community of th 110451-17150 THE SET WINDSTILL TOTAL INCH INDHEN ITOTAL INCH INCHES ITOTAL NEW INDHES ITOTAL INCH SER INCHSER! INCHSER! INCHSER! INCHSER! SALARY SAMOZO :001.1 [001.2 [001.3 [001.4 [001.5 [001.8 [001.7 [001.8 [001.9 [001.10 [001.10 [001.12] UNDER \$ 2,500 | 13: 111 | 2: 0: 0: 0: 0: 0: 0: 0: 0: 0: 01 01 0.1 \$ 2,500 - \$ 4,999 127 91 191 161 31 01 01 01 01 01 01 0: \$ 5,000 - \$ 7,499 191 3; 0; 01 01 1 191 141 \$ 7,500 - \$ 9,999 0: 0: 1: 0: 0: 0: 0: 0: 0: 0: 0: 0: \$ 15,000 - \$ 17,409 101 01 01 01 \$ 17,500 - \$ 19,999 ------01 0: \$ 20,000 - \$ 24,999 1 25,000 - 1 20,999 : O: O: O: O: O: O: O: O: \$ 40,000 - \$ 49,999 

\$ 50,000 AND OVER : 01 01 01 01 01 01 01 01 01 01 01 01

TOTAL MUMBER OF EMPLOYEES : \$81 731 191 0, 01 0 0, 01 11 01 1

I Use separate Parts for permanent full-time and temporary employees

I MAME OF BUSINESS : ISREYHOUND CINES OF CANADA LTD.		TRUDUST EMBTEYS	RIAL SE	CTGR: AU	DLIC PA	SSENGER	TRANSI		TREPORT	ING PER	100:	1353
LOCATION:National (CANADA) _X	_ Province/Te	ritory	:Al	berta		-	Desi	ignated	CMA:			
	IALL EMI	PLOYEES		ASORIG	INAL PE		PERSONS DISABI			IMEMBER IVISIBL	S OF E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL INUNBER	1		NUMBER	1	į	TOTAL NUMBER		1	TOTAL INUMBER	:	HOMEN
	1001.1	Col.2		Col.4	1Col.5	10ol.6	1001.7	Cal.8	1001.3	[Col.10	(Col.11)	
UPPER LEVEL MANAGERS	. 0	0		: 0	1 0	1 0	,	0		: 0		; (
MIDDLE OR OTHER MANAGERS	21	15	-		0	0	0	0	1	0	0	1
PROFESSIONALS	21	16			0	0	0	. 0		1	1	1
SEMI-PROFESSIONALS AND TECHNICIANS	1 0	0			0	0	0			0	0	1 1
SUPERVISORS	2	1	: :	: 0	0	0	0	0	0	0	0	\$ 1 6 1
FOREMEN/WOMEN	0				0		. 0	0		1 0	0	!
CLERICAL WORKERS	63	10	53	: 0	0	0	7.	2		12	0	1
SALES WORKERS	1 4:	2			. 0		: 0				1 0	
SERVICE WORKERS	1 0		1	: 0	1 0	1		1		ž.	0	-; [ !
SKILLED CRAFTS AND TRADES WORKERS	( 0				0		0				0	 
SEMI-SKILLED MANUAL WORKERS	7	5	; ; 2 ;		0	0	: 0	0	. 0	1	0	,
OTHER MANUAL WORKERS	15	1	1		0	i			1	1	1 1	:
TOTAL NUMBER OF EMPLOYEES HIRED	133					. 0	: 8			:====== ::		   [

[#] Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS: GREYHOUND LINES OF CANADA LTD.		TRUUNT SKETEYS	RIAL SE	CTOR:PU	BLIC PA	BBENBER	TRANSI'		REPORT	ING PER	IOD:	1983
LOCATION:National (CANADA) _X	_ Province/Ter	ritory	:AI	berta		-	Dasi	gnated	CMA: _			
	IALL EMI	LOYEES		ABORIG			PERSON:	LITIES		:MEMBER	E MINGR	ITIES
OCCUPATIONAL GROUPS	TOTAL NUMBER		MEMOW	TOTAL INUMBER	IMEN I	I WOMEN	TOTAL INUMBER	HEN	HOMEN	TOTAL INUMBER	I MEN	IWOMEN
	[Col.1	Col.2	Col.3	1Col.4	Col.5	1Col.8	1Col.7	1001.8	Col.9	1Col.10	(Col.11	1Col.1
JPPER LEVEL MANAGERS	: 0	0	0	1 0	1 0	; 0	1			1 0		1
MIDDLE OR OTHER MANAGERS	0	0				0	0				); (	)   
PROFESSIONALS	0			, ,	1 0	1 0	0	0	. (	); (		);
SEMI-PROFESSIONALS AND TECHNICIANS	. 0		: 0	. 0	1 0	0				1	) [	); ;
SUPERVISORS	: 1	1 1	:	1 0	); (		0	0	1 (	); (	1	)!
FOREMEN/WOMEN	0	0		)	)] (	); ;	); 0		1	01 (	) (	)   
CLERICAL WORKERS	41	18	20	31 (	); (		, ,	(	):	0!		11
SALES HORKERS	; ; 0	: 0	(	); (	); (	,	,	. (	)	0:	0:	0:
SERVICE WORKERS			1 (	); (	);	); (			);	0:	01	0:
SKILLED CRAFTS AND TRADES WORKERS	(	(		0:	01	)	);	),	); ; ;	0:	0:	01
SEMI-SKILLED KANUAL WORKERS			1	0:	0;	0: :	01 (	)	0:	0:	0:	0:
OTHER MANUAL WORKERS	33	1	1	1	1	-	1		1	;	1	11
TOTAL NUMBER OF EMPLOYEES HIRED	:=====================================								====== 0:		21	21

[#] Use separate Parts for permanent full-time and temporary employees

. NAME OF BUSINESS : .GREYHOUND LINES OF CANADA LTD.		INGLOTE SKSTEYS		CTOR: PU	BLIC PAR	BSENGER	TRANSI	-	REPORT	ING PERI	(OD:	1969
LOCATION:National (CANADA)X								ignated	CHA:			
	PROPERTY IN	DECUPAT	10861									
	IALL EMP	PLOYEES		1			DISABI	LITIES		IMEMBERS IVISIBLE	E MINOR	
OCCUPATIONAL GROUPS	TGTAL NUMBER	MEN :	WOKEN	TOTAL INUMBER	MEN	HOMEN	TOTAL NUMBER	I MEN	NOMEN	NUMBER	MEN	M3M0W
	10al.1	Col.2	Col.3	[Col.4	Col.5	Col.6	Col.7	:Col.8	Col.3	(Col.10)	Col.11	Col.12
or acree minders	0	0	0	0	0	; 0 ;	0	: 0	: 0	0	; o	: 0
MIDDLE OR OTHER MANAGERS	0	0	. 0	0	0	0	0	1 0	1 0	0		0
PROFESSIONALS	'	0 :	0	: 0	0	: 0 :			: 0			
SEMI-PROFESSIONALS AND TECHNICIANS				1	1			1	i i	1	1	0
SUPERVISORS ·	1	1	0	0	0	0	1 0		0	0	1 0	0
FOREMEN/WOMEN	0	0	0	0	0	1 0	0	1	   0 	0	1	:
CLERICAL WORKERS	0	0	0	0	. 0	0	1 0	0	1 0	1	0	0
SALES WORKERS	: 0	0	0	1 0	1 0	1 0	1 0	: 0	: 0	1 0	1 0	( 0 (
SERVICE WORKERS	0	: 0		:		0	0	0	0	0	0	1 0
SKILLED GRAFTS AND TRADES WORKERS	0	0		); o	! 0	1 0		0	0	1	0	   0 
SEMI-SKILLED MANUAL WORKERS	0	. 0			. 0		•			1 0		6
OTHER MANUAL WORKERS	1 1	1	: 0 :	i		1	ì	1	i	1		
TOTAL NUMBER OF EMPLOYEES PROMOTED	; 2	1 2	1 0	) 1 0	: 0	1 0	1 (	1 0	1 0	) 1 0	1 0	1 (
TOTAL NUMBER OF PROMOTIONS	:=====================================											

[#] Use separate Parts for permanent part-time and temporary employees

! NAME OF BUSINESS : IGREYHOUND LINES OF CANADA LFD.	:	SYSTEKS							1	ING PER	(05:	1989
LOCATION   National (CAMADA) X Pro		rritory		berta 1								
	YEMPLOY	EES PRO	MOTED (	EXPLOYE GROUPS	es prox TO WHIC	GTEG OU. H OR WI	RING IN TAIN WE	E YEAR IOH THE	ARE TO Y HAVE	BE REPO	RTED ON	
	ALL EM			ABORIG 	INAL PE	OPLES	IPERSON IDISABI	S WITH		MEMBERS	OF MINOR	17123
OCCUPATIONAL GROUPS	TOTAL INUMBER	I HEN	: WOKEN	TOTAL NUMBER	I MEN	K3KOW!	TOTAL	I MEN	I WOMEN	TOTAL NUMBER	MEN	: WOMEN
	[Col.1	Col.2	1Col.3	Col.4	Col.5	1Col.8	1Col.7	1001.8	Col.9	[Col.10	Col.11	  Col.12
UPPER LEVEL MANAGERS	: 0	1 0	: 0	1 0	1 0	: 0	: 0 :	: 0	1 0	: 0	: 0	1 0
MIDDLE OR OTHER MANAGERS	0	: 0	: 0	0	1 6	: 0	1 0	; 0	: 0	: 0	: 0	: 01
PROFESSIONALS	1 0	: 0	0	1 0	: 0	1 0	1 0	: 0	: 0	: 0	: 0 :	: 0:
SEMI-PROFESSIONALS AND TECHNICIANS	: 0	: 0	: 0	: 0	1 0	1 0	: 0	; 0	1 0	: 0	;	1 01
SUPERVISORS	0	: 0	: 0	1 0	0	: 0	1 0	1 0	1 0	1 0	; o	1 0
FOREMEN/WOMEN	0	0	0	0	0	: 0	. 0	. 0	1 0	0	1 0	1 01
CLERICAL WORKERS	; 0	1 0	1 0	1 0	: 0	: 0	: 0	1 0	1 0	1 0	; 0 !	1 01
SALES WORKERS	0	1 0	1 0	: 0	0	0	1 0	1	1 0	1 0	: 0	0
SERVICE WORKERS	1 0	: 0	1 0	: 0	: 0	: 0	; 0	1 (	1 (	1 0	: 0	0 10
SKILLED CRAFTS AND TRADES WORKERS	. 0	1 0	0	1 0	1 0	1 0	1 0	1 (	1 (	1 0	1 0	0
SEMI-SKILLED MANUAL WORKERS	. 0	1 0	0	1 0	0 0	1 0	1 0	) (	) (	1 0	1 0	0 1
OTHER MANUAL WORKERS	1	, i 4	. 1 0	1 0	1 0	1 0	(	)[ (	1 (	1 0	1 0	0 10
TOTAL NUMBER OF EMPLOYEES PROMOTED	1 1	.1 1	.1 0	: 0	); 0	: 0	1 (	); (	); (	1 0	1 0	) 0
TOTAL NUMBER OF PROMOTIONS	1 1	.1 1	.1 0	1 0	); 0	1 0	(	); (	); (	); 0	1 0	0 (

^{*} Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS: PRESYMBUND LINES OF CANADA LTD.		INDUST. CYSTEMS	RIAL GE	CTBR:FU	BLIC PAS	BSENGER	TRANSII		PEPORT	ING PER	300:	1585
LOCATION:National (CANADA) _X_87	ovince/Te	rritory	: _A	berta		-	Dasi	gnatec	C/A:			
	ALL EM	PLOYEES			INAL PE	IPLES	PERBEMA DISABI	.ITIE5		IMENSER!		7128
OCCUPATIONAL GROUPS	TOTAL INUMBER	1		RESKUNI	IMEN	WOMEN	TOTAL .	MEN :	. WOMEN	TOTAL INUMBER		WOMEN
	Col.1	Col.2	1Col.3	1Col.4	Col.5	1Col.6	Col.7	051.8	0.160,	Col.10	Col. 11	Col.12
UPPER LEVEL MANAGERS	: 0				1 0					0		
MIDDLE OR OTHER MANAGERS	11	10	1	. 0	0		1 2		· ·	0	0	: 0 !
PROFESSIONALS	; ; 7				. 0		0	. 0	•	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0			. 0	0		0	0	(	)  0	0	: 0 :
SUPERVISORS	1 7	1 2	5	1 0	0	. 0	0			)   0 	0	0
FOREMEN/WOMEN	1	1	0	: 0	0	. 0	0			) 0	0	0
CLERICAL WORKERS	42	6	36		); 0	0	1	(	;	( 2 		2
SALES WORKERS					)   0		0	; (		01 0		: 0
-1 SERVICE WORKERS	; ;	. 0		(	)		0	(		0; 0		
SKILLED CRAFTS AND TRADES WORKERS	(	); (	); (	)	); 0	0	0		)	01 0	. 0	(
SEMI-SKILLED MANUAL WORKERS	11	21 12	21 (	);	11 1	1 (	0 0		):	01 1	1	1 (
OTHER MANUAL WORKERS	1 2	1	1	1			); 0	ì	1	1	1	.; (
TOTAL NUMBER OF EMPLOYEES TERMINATED	100											:::::::::::::::::::::::::::::::::::::::

[#] Use separate Parts for permanent part-time and temporary employees



: NAME OF BUSINESS : : RECYHOUND LINES OF CANADA LTD.	1	SYSTEMS		CTOR: PU					i	ING PER	100:	1989
LOCATION : National (CANADA)X_	Province/Te	rritory	:AI	barta		-	Oes	ighated	CMA: _			
	FALL EM	PLOYEES		: ABORIG	INAL PE	OPLES	DISABI	LITIES		HEXBER	SOMIN 3	
OCCUPATIONAL GROUPS	TOTAL	HEN	WOMEN	TOTAL NUMBER	HEN	N3KOW:	I TOTAL I NUMBER	IMEN I	WOMEN	TOTAL NUMBER	IMEN,	: WOMEN
	Col.1	Col.2	Col.3	1Col.4	Col.5	1001.8	Col.7	Col.8	[Col.9	Cal.10	Col.11	•
UPPER LEVEL MANAGERS	. 0	0	0	: 0	0	: 0	0	0	: 0	: 0	0	; (
MIDDLE OR OTHER MANAGERS	0	0	. 0	: 0	. 0	1 0	t	: 0	. 0	: 0	. 0	
PROFESSIONALS	. 0		:	1	: : 0	;	: : 0					
SEMI-PROFESSIONALS AND TECHNICIANS	. 0	,	4	: 0	1		0	,	1	1	. 0	
SUPERVISORS	0	0			. 0	; 0	. 0	: 0	1		. 0	:
FOREMEN/HOMEN	. 0		0	0	0	: : 0	0		1	1	:	   
CLERICAL WORKERS	17	,	16		0				: 0	; i i	1	: :
SALES WORKERS	. 0		0								0	:
SERVICE WORKERS	1		0		. 0						. 0	
SKILLED CRAFTS AND TRADES WORKERS	0	0								. 0	0	   
SEMI-SKILLED MANUAL WORKERS	1			!	1			1	: 0	1	1 0	
OTHER MANUAL WORKERS	16	14	2	: 0	: 0	1	: : 0 :	: : 0	: 0	! 1		1
TOTAL NUMBER OF EMPLOYEES TERMINATED	:========= ; S3					: 0				: 2		===== !

^{*} Use separate Parts for permanent full-time and temporary employees

LOCATION: National	A LTD.  (CANADA) X	Prov	ince/Te	rritary	: Br	itish C	olumbia		Desi	qnated	CMA:			
			TALL EM				INAL PE		PERSONS			MENBERS	S OF	
		TER							DISABI			VISIBLE		ITIES
OCCUPATIONAL GROUPS	1		TOTAL INUMBER	I MEN	;	TOTAL NUMBER	:	:	TOTAL NUMBER			NUMBER	1	WOMEN
	Col.1		Col.2	1Col.3	Col.4	Col.5	Col.6	Col.7	1Col.8	Col. 3	Col.10	Col.11	Col.12	
JPPER LEVEL MANAGERS		4	!=====											: 0
	1	3	: 0							0	;	0	0	: (
	1 1	2	: 0		0	•		: 0	0			0	0	1 0
	1	1	. 0	: 0	•	•		: 0	•		: 0	0	. 0	: 0
MIDDLE OR OTHER MANAGERS	: 60,000 -	4	1	1	. 0	. 0	: 0	: 0		0	: 0	0:		
	64,999	3	1 3	•	•	•	•						: 0	: 0
	22,500 -	2	:3	2	•	•	•			0	. 0	0	. 0	: 0
	24,999	1	12	•			*		0			0	:	: 0
PROFESSIONALS	35,000 -	4	======   1						0					
4, **	39,999	3	: 0					•	0			0	0	: 0
	20,000 -	2		•	•	•	•		. 0:			0	0	:
	22,499	1	{   1						. 0					:
	== ====================================	===== 4	: 0	: 0					(======   0					
AND TECHNICIANS		3	: 0	•	4	1	•		:			•	: 0	:
		2	: 0	: 0	0		. 0	: 0	: 0		: 0	0		
	1		: 0	: 0	( ( 0	:	: 0	:	. 0	0	:		: 0	:
	35.000 -	=====	======											
	39,999	3	!											: 0
	25,000 -	2							{		!			. 0
	27,499	1												!
FOREMEN/WOMEN	== ===================================	=====	;=====		======	=====	: 0		: :====== : 0		======	:=====	======	======
and the state of t	49,999		. 0	}	;			¦	ļ					[
	35,000 -		!	!		!		!	:		:			
	1 33,000 -		;		!	:	!	:	;		:	!	]	

[#] Use separate Parts for permanent ## | refers to the lowest salary quarter;

	180TTON OF	TER	HALL EMP			ABORIG	INAL PE	OPLES	:PERSON			MEMBER IVISIBL		RITIES	
OCUPATIONAL GROUPS	ISALARY RANGE!	**	TOTAL :		MOMEN	NUMBER	1	;	TOTAL NUMBER	·	i i	TOTAL REMUNI	1	:Wom	EN
	Col.1		10n1 2	Col. 3	(Cal. 4)	(Col. 5	1Col.6	10al.7	1001.3	(Col. 9	(Col. 10	):Col.11	:Col.1	.21Col	.13
LERICAL WORKERS	30,000 -	4	5	3	1 2	: 0	. 0	1 (	. 0	. 0	[ . (	); (		0:	
	34,999	3	12	2	10	,			0		! (	); -!	: : :!	0:	(
	12,500 -	2	19	5	14	. 0	1 0		1 1	1 1	(		: : ::	0:	. (
	14,999	1	1 - 10	: 1	: 9	: 0	; 0	1 (	1 0	1 0	1 (	); (		01	==:
SALES WORKERS	25,000 -			: 0	: 0	: 0	; (	11 (	0	: 0	} (	); (	)	01	
	27,499	3	; 0	: 0	1 0	: 0	: (	11 (		: 0	{	0; (	) { - {	0:	
	25,000 -	2	0		. 0	. 0	1 (	) [	) 1	; 0		0: (	)	0: :	
********************	27,499	: 1	1 1	: 0	: 1	; 0	: (	); (	); (	: 0	1		)¦ ======	0: =====	==
SERVICE WORKERS		4		; (	: 0	: 0	1	):	)  (	1 (	) [	01	0	0: ;	
	:	3	0	. (	1 0	1 0	1	):		); (	):	0:	0	0:	
	1	2		(					0; (			• •	01 -:	0: :	
	;    !	1 1	: 0									v .	0: =====	0:	:::
SKILLED CRAFTS AND		4				)} (	) (	01	0: 1	); (	10		0:	0:	
TRADES WORKERS		3		\ \	)  (	); (						-		0;	
		2	(			); (		01 -!		• •	0			0;	
************************		1 1	; ( := =====	); ======	0: (	); ={=====					0: ======		0: ======	0;	===
SEMI-SKILLED	50,000 -		1 20	): 2	0: (	0:	0:	0:	01	01	01	0; ;	0; 	0;	
MANUAL WORKERS	54,999	3			9:		0: -:	0:		0	0: -:		0: -:		
	15,000 -	2		_	11 -			01	01 	-1	0: -:		21 		
	17,499	1 	:= ; =====	2¦ 1	9¦ ======	31 ={=====	0; ======	0:			0;	0: =={=====	0:	0; ======	==:
OTHER MANUAL WORKERS	30,000 -			B: 1		01	0:	0:	0 !	0:	0:	0 {	0: ¦	¦	
	34,999	1 3		0: 1 -:			0 l l		!		0:	0; !	01	0:	
	10,000 -	1 2			51 						1:	0 { !	0: ;	0:	
	12,499	1 1		21 ======			0:	0:	0! ======	01	0;	0:	0; ======	0;	==
TOTAL NUMBER OF EMPLOYEE	S		1 29	81 25	501 4	181	0:	0:	0:	31	31	0;	21	11	

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: LOCATION : National	(CANADA) _X	Prov	ince/Te	rritory	:8r	itish C	olumbia		Des	ignated	TREPORT			
· · · · · · · · · · · · · · · · · · ·	: 80TTOM OF	TER	-IALL EM			ř ·			:PERSON	LITIES		MEMBER:	ROMIK 3	
OCCUPATIONAL GROUPS	SALARY RANGE	**	TOTAL INUMBER	I MEN	HOMEN :	TOTAL INUMBER	I HEN	I WOMEN	TOTAL NUMBER	inen I	I WOMEN	TOTAL NUMBER	- Naki	: WOMEN
	Col.1		:Col.2	Col.3	Col.4	Col.5	1Col.5	[Col.7	1Col.8	:Col.9	(Col.10	[Col.11	[Col. 12	2:Col.1
UPPER LEVEL MANAGERS	1	4	: 0	: 0	: 0	: 0	: 0	: 0	: 0	: 0	: 0	1 0	: 0	) [
	1	3	: 0											-¦ )¦
		2	: 0			:			: 0			. 0		-  )!
			. 0				!						†	
					======	======	======		:=====		======	;======	======	
IIDDLE OR OTHER MANAGERS		4	!			: 0		;						) { 
		3	1 0						: 0					); -¦
		2	. 0	0				. 0						) {
	1 , 1	1	0	0	: 0	1 0	: 0	1 0	: 0	.0	. 0	0	; 0	) [
ROFESSIONALS	1	4	1 0	0	: 0	1 0	: 0	: 0	0	. 0	: 0	0	: 0	) [
		3	: 0			. 0								-¦ )¦
	1	2	: 0			•							,	-¦ )¦
			: 0						•					·¦ ):
SENT_ODDEEDGIDNALG	=   ===================================		=====						=====		======	======	======	
EMI-PROFESSIONALS						*								
IND TECHNICIANS		3	: 0					: 0 :			;			); -¦
		2	: 0								-			) { -
*************************	:	1	: 0					1 0			: 0			)
UPERVISORS	12,500 - 1	4	0	0	: 0	: 0	: 0	: 0	: 0	: 0	: 0	: 0	: 0	):
	14,999	3	: 0	0	: 0	: 0	: 0	: 0	: 0	. 0	. 0	: 0	: 0	):
	12,500 -	2		. 0	: 0	1 0	: 0	1 0	. 0	. 0	: 0	. 0	: 0	);
	1 14,999		1 1											
TETETETETETETETETETETETETETETETETETETE		4							: 0					===== );
	1			;		\					!			
					·	;								
	1		: 0	¦		!	¦	:	!		¦	¦		) { -
			: 0				: 0							;

	180TTOM OF	TER	ALL EM			1			101SAB	ILITIES		HEMBER VISIBL		RITIES
OCCUPATIONAL GROUPS	:SALARY RANGE:		TOTAL NUMBER	MEN I	KEMOW	TOTAL NUMBER	IMEN I	TWOMEN	TOTAL INUMBER	IMEN RI	HOMEN	TOTAL NUMBER	;	: WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	1Col.6	10ol.7	1Col.8	:Col.9	:Col.10	:Col.11	!Col.12	2:Col.1
LERICAL WORKERS	17,500 -		(====== ; 3				:::::::					:======		===== );
CENTENE MOVIETA	1									-		1		-
	19,999	3	16	10	6			);       ( -;			): 0 -:	;	i	i i -
	0 -	2	16	10							): 0 -	: 0	0	) { -
	2,499	1		11	. 5	. 0		) (	1	01 (	); 0	: 0		): ======
SALES WORKERS	17,500 -	4		. 0	. 0	: 0	: 0	)} (	1	0; (		1 0		)
	19,999	3			0	: 0	: 0	); (	1	0: (		11 0		0:
	17,500 -	2			0	: 0	1 0	); (	1	0: (		: 0	1 (	0;
	19,999	1	1	1	. 0	: 0	: 0	); (	1	0: (	); 0	1 0	1 (	01
SERVICE WORKERS		4	: 0	. 0	: 0	: 0	: 0	): (	11	0: (	); 0	1 0	1 (	0:
		3	. 0	0	0	: 0	: 0	); (	):	0: (		: 0	1 (	0:
		2		: 0	. 0	. 0	: (	); (	):	01		: 0	1 (	-: 0:
		1	. 0	. 0	. 0	1 0	1 (		);	01		: 0	: (	01
SKILLED CRAFTS AND	:===:	4	. 0	; 0	: 0	: 0	; (	); (	);	0:	0: 0	1 0	: (	0:
TRADES WORKERS		3	0	. 0	: 0	: 0	. (	) (	)	01	0; 0		1 (	0;
		2	. 0	. 0	: 0	1 0	: (		)	01	• •			0:
		1	: 0	: 0	1 0	1 0	; (	): (	)	0:		1: 0		0:
SEMI-SKILLED	17,500 -	4	: 8	1 7	1 1	: 0	: (	):						1;
MANUAL WORKERS		3		1 6	: 0	: 0	: (	01 (		0:				0:
	0 -	2	3	1 3	: 0	. 0		0:	) {			) {		0:
		1 1		: 2	1 1	: 0	1 (	01	):	01				0:
OTHER MANUAL WORKERS	15,000 -	4	1 2	1 2	: 0	: 0	1 (	01	10	01	0: (	); (	) [	01
	17,499	1 3	1 1	1 0	1 1	: 0	1	01	10	0:			);	0; -;
	0 -	2	1	1 0	1 1	1 0	1	0:	01	01	0: (	) (	):	0:
		: : 1		1 1	1 2	1 0	il i	01	0:	0:		); (	);	0:
TOTAL NUMBER OF EMPLOYEE		=====						====== 0:						2!

^{## 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : GREYHOUND LINES OF CANADA LTD.		TRUONI RKSTRYS	RIAL SE	CTOR:PU	BLIC PA	SSENGER	TRANSI		TREPORT	TING PER	100:	1989
: LOCATION :National (CANADA) _X_ Pro	vince/Ter	ritory	:Br:	itish C	olumbia	-	Das	ignated	i CMA: _			
	TALL EMP	LOYEES		ABORIG	INAL PE	OPLES	IPERSON IDISABI			IMEMBER		ITIES
SALARY RANGES	TOTAL NUMBER			NUMBER	1	1	TOTAL INUMBER	:	1	TOTAL NUMBER	1	HOMEN
	(Col.1		Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	:Col.9		Col.11	
UNDER \$ 10,000	1 01		-0	. 0	1 0	1 0	. 0	; 0	1 0	1 0	: 0	
\$ 10,000 - \$ 14,999	: 8:	2	•	. 0	. 0	. 0	. 0	•		0		
\$ 15,000 - \$ 17,499	5		4		: 0	: 0	1 0		); 0	0	: 0	. (
\$ 17,500 - \$ 19,999	7	6	1	,	1		1	•		0	: 0	; (
\$ 20,000 - \$ 22,499	34		13				1 1	1 1	: 0	); 0	: 0	: (
\$ 22,500 - \$ 24,999	19	11	. 8	. 0	: 0	; 0	. 0			: 0	, ,	•
\$ 25,000 - \$ 27,499	30	21	9	. 0	: 0	: 0	0	: 0	,	1	t	•
\$ 27,500 - \$ 29,999	26		•	•	•	*	: 		): (	);	: 0	. (
\$ 30,000 - \$ 34,999	42	39	3	. 0	1 0	1 0	1 1	1 1		)! 0	. 0	: (
\$ 35,000 - \$ 39,999	701	69	1	. 0	1 0	1 0	)	1 0	);	1 1	1 1	1 (
\$ 40,000 - \$ 49,999	46						1 0		); (	)	: 0	
\$ 50,000 - \$ 69,999	11	11	. 0	. 0	. 0		0			); 0		
\$ 70,000 AND OVER	0			: 0	: 0				); (	): 0		
TOTAL NUMBER OF EMPLOYEES	1 298	250	48		1 0	: 0	1 3	1 3	31 (	); 2	1 1	: : : : : : : : : : : : : : : : : : :

^{*} Use separate Parts for permanent part-time and temporary employees

LOCATION : National (CANADA)X	_ Province/Ter	ritory	:8r	itish C	olumbia	-	Des	ignated	CMA: _				
	ALL EM	PLOYEES		ABORIG	INAL PE		PERSON			IMEMBE	RS OF LE MINO	RITI	EG
SALARY RANGES	TOTAL			NUMBER	1	!	TOTAL NUMBER	1	I WOMEN	38KUN!	R!	1	MEN
	Col.1												
UNDER \$ 2,500	10										0: -!	01	
\$ 2,500 - \$ 4,999	13		5		: 0	: 0	: 0				o: -:	0:	
\$ 5,000 - \$ 7,499	11	7	•	. 0	: 0	: 0	•		} (	): :	0:	0:	
\$ 7,500 - \$ 9,999	15	12	3	. 0	: 0	: 0	. 0	: 0	1 (	);	0:	0:	
\$ 10,000 - \$ 12,499	12			: 0	: 0	. 0	: 0	: 0		): 	1	1:	
\$ 12,500 - \$ 14,999		6		; 0	; 0	. 0	: 0	: 0	); (	);	0:	0:	
\$ 15,000 - \$ 17,499	7	,		: 0		: 0				)	11	1;	
\$ 17,500 - \$ 19,399	3	2	1 1				: 0	1 (	)	);	01	0:	
\$ 20,000 - \$ 24,399	. 0	: 0		: 0			: 0			)	01	0:	
\$ 25,000 - \$ 29,999	. 0	, ,	: 0	: 0	: 0	: 0	1	. (	i (	01	0;	0:	
·\$ 30,000 - \$ 39,999		: 0		. 0	1 (	1 0	,	. (		0:	0:	01	
\$ 40,000 - \$ 49,999	. 0	•	1 0		i (	,			):	0:	0:	0;	
\$ 50,000 AND GVER	. 0	1 0				)} (	); (	);	0:	0:	0:	0;	
TOTAL NUMBER OF EMPLOYEES	: 80	: 56	: 24	: (	:=====: ){     (	); (	:===== ); (	:=====: );	0:	====== 0:	2:	21	-==

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		SYSTEMS		CTOR: PU	BLIC PA				:REPORT	ING PERI	( <b>00:</b>	1989
: LOCATION : National (CANADA) _ X_			:Br	itish C	olumbia	-	Das	ignated	CMA:			
	TALL EMP			:ABORIG			DISABI	LITIES		HENBERS		ITIES
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN	: WOMEN	TOTAL INUMBER	IMEN	LWOMEN	TOTAL NUMBER	IMEN	I WOMEN	TOTAL INUMBER	1	HOHEN
	Col.1	Col.2	1Col.3	1Col.4	1Col.5	1Col. 6	Col.7	1Col.8	Col.9	[Col. 10]	Col.11	[Col. 12
UPPER LEVEL MANAGERS	: 0		: 0	: 0	0	: 0	.0	0	1 0	: 0	: 0 :	1 0
MIDDLE OR OTHER MANAGERS				1 0	. 0	. 0	0	: 0	: 0	: 0	0	1 (
PROFESSIONALS	2	t s		1	1	. 0	: 0	: 0	: 0	: 0	. 0	    (
SEMI-PROFESSIONALS AND TECHNICIANS	0	0			0	: 0	: 0	1 0		0		); (
SUPERVISORS	1 1	·	•	); (	1 0	,		. 0		. 0	1	); (
FOREMEN/MOMEN	. 0	: : 0	: :- (	-; ); (	); );	); ); 0	1	. 0	1 (	: :	: 0	); (
CLERICAL WORKERS	} 9	1	:  i	-{ {} (	); (		: 0	1 0	; (	: :: 0 :	: 0	-  )  (
SALES WORKERS	: 0			) (		) (						-{ ); 
SERVICE WORKERS		: (	1	1	1	1	1	1	; ; ;	-   )	; ; 0	-{ 0; 1
SKILLED CRAFTS AND TRADES WORKERS	1	ì	):	1			)[ (	); ;	1	1	1	0:
SEMI-SKILLED MANUAL WORKERS	1 3			11 1		1	•			•		-¦ 0¦ ¦
OTHER MANUAL WORKERS	1	1	1	1		1	1	1	1	1	1	0: ;
TOTAL NUMBER OF EMPLOYEES HIRED	1 19	11 11	3:	61	0:	01	): (	):	01	0; (	); (	0:

[#] Use separate Parts for permanent part-time and temporary employees

## PERMANENT PART-TIME EMPLOYEES HIRED +

I MAME OF BUSINESS : ISREYHOUND LINES OF CAMADA LTD.		INDUST	NIAL SE	CTOR: PU	BLIC PA	SSENGER	TRANSI		IREPORT	ING PERI	100:	1989
LOCATION : National (CANADA)X_		rritory	:87	itish C	olumbia	•	Oas	ignated	CMA: _			
	IALL EMI			ABORIG			DISABI	LITIES		MEMBERS	E MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN I	WOMEN	I TOTAL I NUMBER	IMEN I	I WOMEN	:TOTAL :NUMBER	IMEN	I WOMEN	TOTAL NUMBER	IMEN .	:WOMEN
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MIDDLE OR OTHER MANAGERS	0.		0		: 0	1 0	1 0	1 0	1 0	1 0	1 0	); (
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SUPERVISORS	0			; 0	: 0	: 0	: 0	1 0	1 (	1 0		); (
FOREMEN/WOMEN .	0	0		1		1 0	: 0	1 0		0	0	);
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TOTAL NUMBER OF EMPLOYEES HIRED	: 80		   24							0: 3		31

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :SERYHOUND LINES OF CAMADA LTD.	;	SYSTEMS		CTOR: PUI					i.	ING PER		
: LOCATION :National (CANADA) _X_				itish C	olumbia	-	Das	ignated 	CMA:			
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SUPERVISORS	1 0	: 0	; 0	1 0	: 0	: 0	1 0	1 (	); ( ;	1 0	: 0	1
FOREMEN/WOMEN	: 0	: 0	: 0	1 0	1 0	: 0	1 0	); (	)( (	); 0 ;	: 0	1
CLERICAL WORKERS	1 0	1 0	: 0	1 0	1 0	1 0	1 (	); (	); ( !	); 0 ;	: 0	1
SALES WORKERS	0	0	: 0	): 0	1 0	1 (	); . ( 	); (	); ;	); 0	: 0	1
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OTHER MANUAL WORKERS	1 (	); (	1 (	01 0	); ( 	); ;	); (	1	0;	0; (	); (	)
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TOTAL NUMBER OF PROMOTIONS	1 1	11 1	1 (	0: (	); (	):	10	0;	0:	0: (	): (	0 :

[#] Use separate Parts for permanent part-time and temporary employees

: NAME OF BUSINESS : IBREYHOUND LINES OF CANADA LTD.		TRUUNT RMSTRYR	RIAL SE	070R:Fui	BLIC PAS	SSENAER	TRANSI		REPORT	ING PERI	OD:	1989
	_X_ Province/Te	rritory	:8r:	itish C	olumbia	-	0es	gnated	CMA: _			
										BE REPOR		
	IALL EM						PERSON:	LITIES		:MEMBERS		ITIES
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	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	1Col.9	Col.10	Col.11	!Col.12
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MIDDLE OR OTHER MANAGERS	0	0	0			, ,	0		. 0	0	0	: 0
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SUPERVISORS	0						0		1 0	); 0	. 0	1 (
FOREMEN/WOMEN	. 0									); 0	0	
CLERICAL WORKERS	0								1 (	); 0	. 0	1 (
SALES WORKERS	0				0		: 0		;	); 0	: 0	);
SERVICE WORKERS	: 0				: 0			1 0	1 (	0: 0	. 0	) [
SKILLED CRAFTS AND TRADES WORKERS		0	: 0							0: 0		); (
SEMI-SKILLED MANUAL WORKERS	. 0	0	1 0	. 0					); (	• • • •		); (
OTHER MANUAL WORKERS	: 0	); 0	: 0	. 0	1 0	1 0	); (	;	);	0: 0	1	); ;
							======				======	
TOTAL NUMBER OF PROMOTIONS	; (											

[#] Use separate Parts for permanent full-time and temporary employees

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA LTD.		INDUSTI SYSTEMS		CTOR: PU	BLIC PA	SSENSER	R TRAVSI	T	TREPORT	TING PER	10D:	1989
: LOCATION : National (CANADA) _X_	Province/Te	rritory	:8r	itish 8	olumbia	-	Des	ignated	CHA:			
	IALL ENF	PLOYEES		ASORIG	INAL PE		IPERSON IBISABI	LITIES		IMEMBER IVISIBL	RS OF LE MINOR	ITIES
OCCUPATIONAL GROUPS	TOTAL INUMBER	1 .		NUMBER	2	: WOMEN	TOTAL INUMBER	TMEN H	LHOMEN	TOTAL INUMBER	81	IWOMEN
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MIDDLE OR OTHER MANAGERS	0					); (	0: 0				); 0	1
PROFESSIONALS	0	0	0	0	); 0	); (	0: 0	0	)	0   0	0 0	1
SEMI-PROFESSIONALS AND TECHNICIANS	0:		0	0		); (	0: 0		); 0		); 0	:
SUPERVISORS	2	-	0		); 0	0! (			)! 0	0: 0	); 0	); ;
FOREMEN/WOMEN	. 01	1 0	0	0	); 0	01 (	0: 0	)! 0	)   0	); 0	)! 0	)
CLERICAL WORKERS	9:	1 1	8	0	); 0	0) (	0; 0	)  0	)( 0	); 0	); 0	
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SKILLED CRAFTS AND TRADES WORKERS	0	0	0		); 0	01 (	01 0	0	); 0	01 0	0 0	);
SEMI-SKILLED MANUAL WORKERS	1 71	5	1		); 0	0: (	0: 0		); 0		0: 0	
OTHER MANUAL WORKERS	8	į.	1	1	1	1		1	1	1	0: 0	1
TOTAL NUMBER OF EMPLOYEES TERMINATED	; 26											:==== );

[#] Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS : IGREYHOUND LINES OF CANADA LTD.		TRUUSTI SKETEYE	RIAL SE	0702.70	DLIC PA	SSENGER	TRANSI		REPORT	ING PER	100:	1989
LOCATION:National (CANADA) _X_	Province/Te	rritory	:Br	itish C	olumbia	_	Des	ignated	CHA:			
	IALL EM			:		IOPLES	IDISABI	LITIES		IMEMBER IVISIBL	E MINOR	ITIES
DECUPATIONAL GROUPS	TOTAL	MEN	WOHEN	:TOTAL :NUMBER	IMEN	: WOMEN	TOTAL INUMBER	IMEN	I MOKEN	TOTAL NUMBER	1	IWOMEN
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UPPER LEVEL MANAGERS	0	0	0	1 0	; (	1 0	: 0	: 0	; 0			1
MIDDLE OR OTHER MANAGERS	0	. 0	. 0			0	. 0	: 0		0	. (	)!
PROFESSIONALS		1	0		: (		. 0			. 0		): !
SEMI-PROFESSIONALS AND TECHNICIANS	0	. 0		: 0			: 0	: 0	(	0	:	)    
SUPERVISORS	0	. 0		1	Į.	1	i	1	1	); 0		);
FOREMEN/WOMEN	. 0	. 0	; } 0			); 0		•		,	1	)   
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SALES WORKERS	:				1		)} (	)! (	); ); (	); (	);	01
SERVICE WORKERS					   	• •			);	-  )  (	);	0:
SKILLED CRAFTS AND TRADES WORKERS	. 0		: 0		:     			-  )  (			);	-; 0; ;
SEMI-SKILLED MANUAL WORKERS	23	22	1	.; (	1	-; 0; ( ;	); (		):	-: :: (	); ;	0:
OTHER MANUAL WORKERS	1	1	1	1	);	0: (	1	oi i		1	1	0:
TOTAL NUMBER OF EMPLOYEES TERMINATED	:======================================											:===== []

^{*} Use separate Parts for permanent full-time and temporary employees

1 INDUSTRIAL SECTOR: PUBLIC PASSENGER TRANSCT | TREPORTING PERIOD: : NAME OF BUSINESS : 10487240 CONTY COUNT CINES OF CANADA LTD. jag Designated OMA: __Toronto Province/Territory : ____ PERSONS WITH CHEMBERS OF COLORS MINORITIES VISISES MINORITIES 1750 14m TRATTON OF THER ISHLARY RANGE: #9 [----MOTAL IMEN INGREM ITOTAL IMEN INGREM ITOTAL IMEN MOMEN ITOTAL IMEN INGREM COURTITIONS COURSE INUMBER! : INUMBER! ! INUMBER! : 10al.2 (Cal.3 (Cal.4 (Cal.5 (Cal.6 (Cal.7 (Dal.3 (Cal.9 (Cal.10(Cal.11(Cal.12(Cal.12 0; 0; 0; 0; 0; 0; 0: 01 01 1 4 1 0: UPPER LEVEL MANAGERS |----|----|---0.5 0: 01 01 01 0: 01 01 01 0: 0: 0: 1 2 1 01 : 1 : 0: 0: 0: 0: 0: 0: 0: 01 01 1; 0; 0; 0; 0; 0; 0; 0; 0; MIDDLE OR OTHER MANAGERS | 45,000 - | 4 | 1| 01 01 01 01 01 01 01 01 0: 01 [----[-----]-----]-----[-----[------]-01 01 01 0: 0: 0: 34,999 | 1 | 01 01 0: 0.1 0: 0: 0: PROFESSIONALS 01 0: 1 3 1 01 1 2 1 01 0: 0: 0: 0: 01 0.1 1 1 1 01 01 01 01 01 01 01 01 01 01 01 0; 0; 0; 0; 0; 0; 0; SEMI-PROFESSIONALS _____ 0: 0: 0: 0: 0: 01 01 01 AND TECHNICIANS 0; 0; 01 0.1 0: 01 0: 0: 0: 0: 0: 0.1 1.0 01 01 01 0: 35,000 - 1 4 1 21 21 SUPERVIOURS 0: 33,999 01 01 01 30,000 - : 2 : 0: 0: 11 -01 01 01 01 0; 0; 0; 0; 34.999 01 01 0.1 01 01 FORENEW/WOMEN 0; 0: 

[#] Use separate Parts for parmanent (4% I refers to the lowest salary quarter;

martities and tecommony equivoyees — 4 refers to the highest salary quarter/

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^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA			;	SYSTEMS							REPORT	ING PER	100:	1989
LOCATION : National	(CANADA)		ince/Te									_Toront	0	
		QUAR-	HALL EM	PLOYEES		ABORIS	INAL PE	OPLES	IPERSON	S-WETH		IMEMBER	S OF E MINOR	RITIES
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[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter; full-time and temporary employees 4 refers to the highest salary quarter/

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CCUPATIONAL GROUPS	SALARY KANGE	:	: TOTAL	HEN	: WOKEN	TOTAL INUMBER	I MEN	I WOMEN	TOTAL NUMBER	I HEN	! WOMEN	ITOTAL INUMBER	I MEN	: NOK	
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^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

LOCATION: National	(CANADA)	Prov	ince/Ter	rritory	:				_X_ Desi	gnated	CMA: _	Winnipeg	1	
	TOP AND !	: QUAR-	-:ALL EMP					OPLES :	IPERSONS			IMEMBERS IVISIBLE		TIES
OCCUPATIONAL GROUPS	SALARY RANGE:	:	TOTAL :	1 1	:	TOTAL NUMBER	1	1	TOTAL :	1	1	TOTAL ITOTAL ITO	:	WOMEN
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	44,999	1 1	1 1	1 1	1: 0	01 0	): 0	0: 0	0: 0	: 0	): 0	-   0: 1:	11	
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		2	: 0	): 0	0: 0	0: 0	0: 0	0: 0	0: 0	0: 0	0: (	0: 0:	01	:
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SEMI-PROFESSIONALS		1 4		0 10	0: 0	0: 0	0: 0	0: 0	0: 0	0: 0	0: (	0; 0; -;;	: 0:	1
AND TECHNICIANS	:	1 3	1 0	0: 0	0: 0	0; 0	0: 0	0: 0	0: 0	0: 0	01 (	0; 0;	: 0:	1
		2	1 0	0: 0	01 0	0: 0	0: 0	01 (	0: 0	0: 0	01 (	0; 0; -;;	01	1
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SUPERVISORS	35,000 -	1 4	1 2	2: 2	2: 0	0: (	01 (	01 (	0: 1	11 1	11	0: 0:	: 0:	1
	39,999	: 3	. 0	0: 0	0; (	01 (	01 (	0: (	0; 0	01 (	0:	01 01	: 0:	1
	30,000 -	-	; 0	0: 0	0: (	0: (	0: (	0:	01 (	01 (	01	0: 0:	1 01	1
***************************************	34,999	1	1	21 2	2: (	01 (	0:	0: _ (	01 (	0: (	01	0: 0:	1 0	1
FOREHEN/WOMEN	45,000 -	1 4	: 0	0: 0	0:	0:	0:	0:	0: (	0; (	0:	0: 0:	: 0:	) {
	49,999	1 2	! (	0: 0	0: (	0:	0:	0:	0: (	0: (	0:	0; 0	1 0	):
	45,000 -	1 2	; (	0: (	0:	0:	0:	0:	0:	0:	0:	0: 0	1 0	) {
	49,999	1 1	1 :	11	11	01	0:	01	01	11	11	0: 1	1	H

[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter; oart-time and temporary employees 4 refers to the highest salary quarter/

		TER	IALL EM	PLOYEES	3	ABORI	SINAL F	PEOPLES		ILITIES		: MEMBE		130	TIES
OCCUPATIONAL GROUPS	SALAKT KANGE	**	: TOTAL : NUMBER	!	Į.	ITOTAL	R:	HOMEN:	HUMBE	₹1	HOMEN	HUMBE	RI		HOMEN
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CLERICAL WORKERS	1				- [	-		-	·						
	34,999	: 3 :	¦ 7		3¦ -¦		); -¦	01 0		);	);	){ -{	01 -	0:	
	12,500 -	2	11		1: 1:	); -! <i></i> -	0¦ -!	01 (		0;	); 0	); -:	0: -:	0:	
	14,999	1	5				0 :	0: (					0: ======	01	
ALES WORKERS		4	. 0				0:				); (0		0:	01	
		3	0		0;	0;	0:	0: (	):	0: (		)	0	0	
		2	. 0	1	01	-; 0;	0:	01 (	1		); (	);	0:	0!	
	f 6	1	; 0		• •	* *	0:						0;	0;	
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	1	1 2	: 0			-{ 0{	0:	• •	-{ ){	0:	0:	0:	0!	0:	
	1	1 1		i		0:	0:					-: 0:	0:	0:	
SKILLED CRAFTS AND	:	4			0:	0:	0:	01	) (	0:	0:	=;===== 0: ='=====	01	0;	
TRADES WORKERS		3	; (	){	0:	0:	01	1	0:	,	0:	0:	01	0	
		2	. (	);	0:	0:	0:	'	0:	* 1	0:	0:	01	0	
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MANUAL WORKERS	49,999	1 3	42	21 4	21	01	0:		01	01	0:	0:	0;	0	'
	20,000 -	2	1		.41	01	0:	01	01	0:	0:	0:	0:	0	
	22,499	1 1			0:	51	01		0:	0:	0:	01	0:	0	
OTHER MANUAL WORKERS	35,000 -		i	11	11	0:	0:	0:	01	0:	0:	0:	0:	0	
	39,999	: 3	- 1	1:	11	0;	0:		01	01	0:	0:	0:	0	
	17,500 -	2	1		141	0:	0:	0:	0:		0:	0:	0:	0	
	19,999	1 1		,	141	0:	01	0:	0:	0:	01	0:	0;	0	
TOTAL NUMBER OF EMPLOYEES			14	1: 1		24:	0:	0:	0:	2:	2:	0:	31	3	

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA	LTD.		I IND			CTOR: PU				[T	1	ING PER	(00:	1989
: LOCATION : National		Prov	ince/Territ	ory					X De		CMA:	_Winnipe	eg .	
	TOP AND BOTTOM OF SALARY RANGE	TER	IALL EMPLOY			:		OPLES	:PERSO	NS WITH		HEMBERS	OF HINOR	ITIES
OCCUPATIONAL GROUPS	1	!	ITOTAL IMEN	1	WOMEN	TOTAL Inumber	HEN	I WOMEN	ITOTAL	IMEN RI	I WOHEN	:TOTAL :	HEN	Makow
	Col.1	:	Col.2  Col	.3	Col.4	Col.5	Col. 6	1Col.7	(Col.8	:Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS	1	1 4	1 01	0	0	: 0	; (	):	0:	0: 0	: 0	: 0:	0	1 01
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MIDDLE OR OTHER MANAGERS	1		0  					-	-;	-				
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	1	1 2	: 0:	0	. 0	: 0	1 (	) [	01	01 (	1 0	1 0	. 0	1 0
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SEMI-PROFESSIONALS			:											: 0:
AND TECHNICIANS	1						!				-;			
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FOREMEN/WOMEN	1	1 4	1 01	0	: 0	: 0	1	0;	0:	0:	); (	); 0	: 0	0 1
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		2	: 0:		•			,	•	,		:	*	:
	1	1 1	-       0						-; 0;					-; ); 0

full-time and temnorary employees

[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

		TER	ALL EM	LOYEES		ABORIG			PERSONS WIT		IMEMBER IVISIBL		ITIES
OCCUPATIONAL GROUPS	: Shenki knade		TOTAL NUMBER		HOHEN	TOTAL   NUMBER	HEN I		TOTAL IMEN	1	TOTAL NUMBER	1	HOMEN
	Col.1		(Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	(Col.8 (Col.	9  Col.10	Col.11	Col.12	Col.1
CLERICAL WORKERS	22,500 -	4	2								::======		:
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			;								; ); 0		
	== ====================================		======	======		;=====							
SERVICE WORKERS		4 	:										
		3	0 								): 0 -{		
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	== ===========	1  =====	; ======									======	=====
SKILLED CRAFTS AND		4 	;		0 		0		0		);        0 -;	0	
TRADES WORKERS	† †	3	; 0:	0	0				0  	0; (	);         0 -;	i	 
		2	0	0	0		; 0 ;		; 0; ;;	0; (	); 0 -;	: 0	1 }
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SEMI-SKILLED	20,000 -	4	!	4	: 0 !				01		); 0	: 0	!
MANUAL WORKERS	22,499	3	3	3	. 0	. 0			0		); 0	0	
	5,000 -	2	1	0	! 1		. 0	. 0	0	0; (	); 0	0	
	, ; 7,499 == ========	1	1				. 0	. 0	0;	• • • •	); 0		*
OTHER MANUAL WORKERS	17,500 -		4				: 0	: 0	0;			: 0	
	19,999	3	1	1	. 0	1	1		0:	0: (	): 0	0	
	0 -	2	1 2	1	1 1		; ; 0 ;		0;	0: (	); 0	: 0	; ;
	2,499	1	1 6			. 0	1 0	. 0	0:	٠	,, ,	; 0	•
TOTAL NUMBER OF EMPLOYEES			: 28						:======= ):				:===== :

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS :	A LTD.			INDUST YSTEMS		CTOR: PU	BLIC PA	SSENGER	TRANSI	T	REPORT	ING PER	100:	1989
: LOCATION : Mational	(CANADA)	Prov	ince/Ter	ritory	:				_X_ Des	ignated	CMA: _	Edmonto	on	
	IBOTTOM OF	TER				!			:PERSON			MEMBERS VISIBLE		ITIES
OCCUPATIONAL GROUPS	ISALARY RANGE	; ##	TOTAL :	MEN	WOMEN	TOTAL NUMBER	THEN	: WOMEN	TOTAL NUMBER	IMEN	WOHEN	TOTAL NUMBER	1	: WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	ICol.7	1Col.8	Col.9	Col.10	Col.11	Col.12	1Col.13
UPPER LEVEL MANAGERS	!	4	0:	0			: 0			: 0	: 0	: 0:		
		3	: 0:	0	: 0	: 0	: 0		. 0	! 0	: 0	: 0:	0	
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	•	: : 1	0	0	: 0	: 0	. 0			1 0				
MIDDLE OR OTHER MANAGERS	: 55,000 -	=====   4	11	1	; 0	: 0	: 0	1 0	1 0	1 0	1 0	: 0	: 0	ŧ (
	; ; 59,999	3	: 0:	0	: 0	: 0	1 0	. (		. 0		0		
	40,000 -	2	::			: 0	. 0	i		: 0		0		
	: : 44,999	! ! !	1	1	. 0	1 0	1 0	; (	. 0	1 0	. 0		. 0	
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	1	; : 3	: 0;		•		-	•	4		; 0	1 0	: 0	{
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	1	   1		0	1 0	. 0	1 0	i (	) (	1 0		1 0		
SENI-PROFESSIONALS	:= ====================================	=====   4	: 0:									1 0		1
AND TECHNICIANS	1	1 1 3			: 0	: 0	;	: ); (	·{ ){ (	:	; 0	: 0	;	: ){
		1 2	: 0:		: : 0	1		:{ ); (	•	·	: 0	; 0	: 0	: { }
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SUPERVISORS	35,000 -		: 2:				): (	); (	); (	): (	1 0	::=====		1
	39,999	: 3	1 1	1	:	: :- (	1	•	: ): (		: ): (	); 0	1	: ):
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FOREMEN/WOHEN	1 40,000 -	=====   4	1	1	11 0	); (	); (	): (	); (	); (	); (	); 0	: 0	):
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	35,000 -	2	. 0		i (	); (	oi r							-{ )¦
	39,999	1 1	1 1				-{ ); (		0;					):

	180TTOM OF	TER	ALL EMPLO	YEES		: ABOR 16 :	INAL F	PEOPLES		PERSON: DISABI			HEMBER!		TIES
OCCUPATIONAL GROUPS	SALARY RANGE	**	TOTAL ME		WOMEN	NUMBER	1	;		TOTAL	1	t t	TOTAL NUMBER		K3KOW:
	Col.1		Col.2  Co	1.3	Col.4	Col.5	Col.6	Col.	7	Col.8	Col.9	Col.10	•	Col.12	Col.1
CLERICAL WORKERS	27,500 -		1 91	4			1	0:	0				. 0	: 0	; ;
	29,999	3	151	0	15	. 0		0:	0	0	. 0	: 0	: 0	. 0	, [
	12,500 -	2	   4	2	1 2			0;	0			: 0	. 0	0	
	1 14,999	1	1 . 61	1		. 0	:	01	0		. 0				
ALES WORKERS	27,500 -	4	1 11	1		: 0	1	01	0						
	29,999	3	: 0:	0	. 0			01	0	0	:	: 0	: 0	: 0	
	25,000 -	2	01	0			1	01	0		. 0	1 0			
	: : 27,499	1	   1	0		. 0	1	01	0	. 0				: 0	1
ERVICE WORKERS	:== :==================================	===== 4	: 0:	0			===== {	0;	0						
	1	; : 3	: 0:	0	: 0	: 0	{	: 0:		: : 0	: 0	;	: 0	: 0	! !
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	1	   1	-     0	0	: 0	1 0	 	: 0:		: 0	: 0	: 0	: 0	{	 
SKILLED CRAFTS AND	:== ===================================	;===== ; 4	:	0		,	:====  }	0;	==	•			: 0		====== 
TRADES WORKERS	1 0 1	: 3	-{	0	;	·	  }	: 0:	0	: 0	:	:	; 0	: 0	 
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		1		0	: 0	:	 	: 0:	0	1 0	!	-{ ){ (	: 0	: 0	 
SEMI-SKILLED	45,000 -	====			======	:			==				::======		===== 
IANUAL WORKERS	49,999		: 50:	49	;	•	-{ ){	: 0:	0	: 0	   (	-¦ )¦ (	    1	: :1	
	12,500 -	1 2	-     19	17		·	-; );	! 0!	0		  {	-¦ )¦ (	·	·	 
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	17,500 -		-  -   11	11	·	-	 ):	01		¦	-{	-	-  )  1	-{ 	{ .}
	19,999		-  -   16	16			-¦ )¦	0:			:	-	;	-¦ )¦ (	  }
TOTAL NUMBER OF EMPLOYEE	=======================================		: 218;	185								:225=32:			:====: }}

^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA	LTD.			SYSTEMS					TRANSI		:	ING PER	(00:	1989
: LOCATION : National	(CANADA)	Prov	ince/Te						X_Des	ignated		Edmont	)A	
		TER	IALL EN						PERSON	S WITH		: MEMBER!		ITIES
OCCUPATIONAL GROUPS	SHEART RANGE	1	: TOTAL : NUMBER	HEN	WOHEN	TOTAL NUMBER	HEN	: WOMEN	:TOTAL :NUMBER	i men I	I WOMEN	TOTAL NUMBER		HOMEN
		:	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	1Col.8	Col.9	(Col.10	Col.11	Col.12	[Col.13
UPPER LEVEL MANAGERS		1 4	1 0	. 0	: 0	0	: 0	: 0	: 0	: 0	1 0	: 0:	0	: 0
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MIDDLE OR OTHER MANAGERS	1	1 4	: 0	: 0	: 0	: 0	: 0	: 0	: 0	; 0	: 0	1 0	: 0	1 0
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SEMI-PROFESSIONALS		1 4	1 0	: 0	: 0	1 0	: 0	: 0	: 0	1 0	); (	1 0	: 0	1 0
AND TECHNICIANS	f t	1 3	: 0	. 0	. 0	1 0	. 0	1 0	1 0	1 0	); (	1 0	: 0	): (
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full-time and temporary employees

[#] Use separate Parts for permanent ## 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

	180TTOM OF	TER	IALL EM	PLOYEES		!		OPLES	PERSON			IMEMBERS OF : :VISIBLE MINORITIES :			
OCCUPATIONAL GROUPS	SALARY RANGE		TOTAL NUMBER	1	: WOMEN	NUMBER	I MEN	1	:TOTAL	1	I WOMEN	TOTAL INUMBER	:	: WO!	HEN
	Col.1		Col.2	Col.3	(Col.4	:Col.5	1Col.5	¿Col.7	1Col.8	1Col.9	(Col.10	:Col.11	:Col.1	21Co	1.13
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	2,500 -	2	: 8	; ; 5	: :: 3	: 0		1			0: (	-¦ ); 0	[	-; 0;	
	1 4,999	   1	; ; 5	; ; 5	i: 0	; 0	. (		· ); (	1	0: (	)1 0		0:	
ALES WORKERS	::== ==================================	{ ===== { 4	:======		); 0		1 (	01 (		H	0; (	); 0		0:	====
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SERVICE WORKERS		=====   4	: 0	: (	): 0	; (	) {	0:	2; ===== 0; (	) :	0:	0; (	) {	01	
		3		4	-: ): 0		-{ ){	0:		);	01	0; (	)	0 !	
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^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUGINESS : PUBLIC PASSENSER TRANSIT - DREPORTING PERIOD: _K_ Designated OffA: __Calgary Tooming : National (Common) io.ince/ AGGRISIMAL REDRIES PRERSING WITH MEMBERS OF COR AND 12UAR-TALL EMPLÖYEES igateay ac 44 (3000C VS.) 46: HITTEL HARM HERDEL HERD LARBOR HERDEL HERDEL HERDEL HERDEL HERDEL COCUMETONS ASSESS INDERSER! : (MUMBER: : .NUMBER: : .NUMBER: 0: 0: 0: 0.1 0.5 0: 0: 01 UPPER LEVEL MANAGERS : 3 : 0: 0: 0: 0: 0: 0: 0: -- | ----- | ----- | ----- | ----0; 0; 0; 0; 0; 70,000 - 1 2 1 01 01 0: 0: 01 01 0: .___!____!____!____! 0: 0: : AND GVER : 1 : 1: 01 01 0: 01 0: 0.1 0: 0: 0: 0: 01 0: 0: MIDDLE OR OTHER MANAGERS : 70,000 - : 4 : AND OVER : 3 : 4: 1: 0: 0: 01 0: 0: 0: 2: 0: 0: 0: 0: 0: 131 22,499 | 1 | 21| 15| 5| 0| 0| 0| 0| 0| 0| 0| 0| 0| 21 01 01 01 01 PROFESSIONALS 45,000 - 1 4 1 21 0: 01 0: 0: 1: 01 9! 01 01 0: 0: 01 01 0.1 0: 0: 24,399 51 31 0: 01 0: 0! 0.1 0.1 0: SEMI-PROFESSIONALS 0: 0: 0: 0: 0: 0; 0: AND TECHNICIANS 1 3 1 01 01 1 2 1 01 01 01 01 01 01 01 01 01 01 1 40,000 - 1 4 1 101 61 41 01 01 01 11 11 01 01 01 CUPERVIEURS 44,939 0: 0.1 0: 4! 0: 0: 0: 12,500 - 1 2 1 41 01 01 0: 0: 01 01 0: 0: 01 01 45,000 - 1 4 1 11 11 01 01 01 01 01 0: 0: 0: 0: FOREMEN/WOMEN 0: 0: 0: 0: 0: 49,299 / 3 / 0/ 0/ 0/ 0/ 0: 33,399 . 1 : 1: 1: 0: 0: 0: 0: 0: 0: 0: 0: 0:

^{*} Use separate Parts for permanent ## 1 refers to the lowest salary quarter: part time and temporary employees

⁴ refers to the bighest salary quarter/

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^{**} I refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : GREYHOUND LINES OF CANADA	LTD.		15	INDUSTR SYSTEMS							REPORT	ING PERI	00:	1989
LOCATION : National	(CANADA)	Prov	ince/Ter	rritory	:				X Des	ignated	CMA:	Calgary		
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f Use separate Parts for permanent full-time and temporary employees 4 refers to the highest salary quarter/

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^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

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^{** 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/

: NAME OF BUSINESS : :GREYHOUND LINES OF CANADA	LTD.		1	INDUST:							:	ING PERI	JO:	1989
: LOCATION : National	(CANADA)	Prov	ince/Te	rritory	:				X_ Des	ignated	CHA:	Vancouv	er 	
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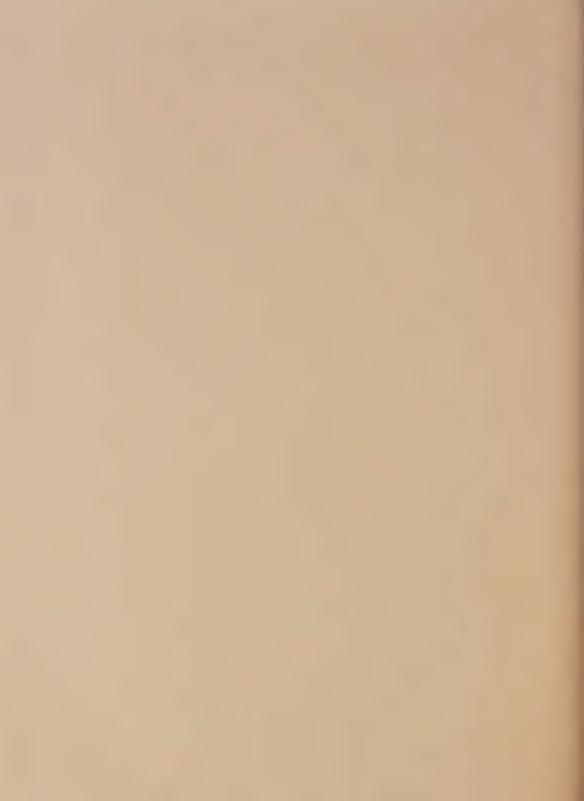
full-time and temporary employees 4 refers to the highest salary quarter/

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^{## 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/







**8104**-E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



GRIMSHAW TRUCKING AND DISTRIBUTING LTD.

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Employment and Emploi et firmigration Canada

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Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1)) SCHEDULE IN I ANNEXE IN

Form Formudaire

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ATTESTATION **D'EXACTITUDE**  June 22, 1990

SIGNA PURE - SIGNA RUM

Employment and Emploi et Immigration Canada Immigration Canada

SCHEDULEN / AANEXEN (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

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Line 2047/5-164

Form 2 Part A. Page 1 Reporting Period: Période de rapport:

19 89

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector: Branche d'activité:

TRUCK TRAMSPORT

Designated CAIA (specify) RAM désignée (préciser)

Persons with Disabilities Personnes handicapées

Total Number Nombre total

Aboriginal Peoples Autochtones Men Col. 6

All Employees Tous les salariés Men

Province / Territory (specify) Province / Territoire (préciser)

National (Canada) National (Canada)

8

Location-Endroit

CRIMSHAW TRUCKING AND DISTRIBUTING LTD.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Total Number Nombre total Col. S

Women Col. 4

Total Number Nombre total

Quart

Of salary range Maximum et minimum de l'échelle de rémunération Col 1 and OVER 70,000

Occupational Groups Catégories professionnelles

Col 3

Col. 2

55,000 45,000 46,999 30,000 31,999 31,999 31,999 31,999

Middle or other managers Cadres intermediaires et

autres cadres

Upper- level managers Cadres supérieurs

Members of Visible Minorities Membres des minorités visibles

Men

Women Col. 9

Women

Men Col. 12

Col. 10

Col.

Col 7

Total Number Mombre total Col. 13

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I refers to the lowest salesy quarter; 4 refers to the highest salesy quarter/ I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaniés permanents à temps partiel et les salaniés temporalnes

20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20,500 20

Forementwomen

Supervisors

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Semi-professionals and technicians Semi-professionnels et techniciens

Professionals Professionnels

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Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A. Page 2

NOTE: See instructions NOTA: Vov. instructions												Formulaire	sire 2 Partie A.	A. Page 2
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	000,00	4	٠	9										
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	14,999	-	2	13										
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TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL OF SALARIES	OF SALARIES		161	159	æ	7			•	9	۳		2	-
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Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!

Prepresence les salaires du quart le moins eleve; 4 represente les salaires du quart le plus éleve

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

> NOTE: See instructions NOTA: Voir instructions

Form 2 Partie Page 1

CO 13 19 89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport. Men Col 12 Total Number Mombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col 9 TRUCK TRANSPORT Total Number Mombre total e loo Women Col. 7 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men Col. 6 Total Number Mombre total Col S Province / Territory (specify)
Province / Berritoire (préciser) Women Col 4 All Employees Tous les salariés GRIMSHAW TRUCKING AND DISTRIBUTING LTD. Men Col 3 Total Number Mombre total Col. 2 Quarte National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 00 8 Occupational Groups
Categories professionnelles Middle or other managers Cadres intermédiaires et autres cadres technicians Semi-professionnels et techniciens Upper-level managers Cadres superieurs Semi-professionals and Name of Business: Nom de l'entreprise: Foremen/women Contremaitres Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and temporary employees
Utiliser her autres parties pour hes palaries permanents à temps piein et les salaries temporaires
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Form 2 Part 8, Page 2

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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

CRIMSRAN TRUCKING AND DISTRIBUTING LID.

MOTE: See instructions MOTA: Voir instructions Name of Business: Asam de l'entreprise:

Industrial Sector: Branche d'activité:

TRUCK TRANSPORT

Location-Endroif	Mational (Canada) Mational (Canada)	Canada)	0	Prownce / Territory (specify) Prowince / Berritoire (preciser)	ry Especuly) re (precised)				A Property	Reporting Period: Période de rapport:	19 89	
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\$10,000 - \$14,999	1	1										
\$15,000-\$17,499	*	1	3				1		1		·	
\$17,500-\$19,999	13		13	1		1						
\$20,000-\$22,499	17	10	1	1	1		1		1	1		1
\$22,500 - \$24,999	13	80	s	1	1		1		1			
\$25,000 - \$27,499	13	11	2									
\$27,500 - \$29,999	16	14	2				2	2				
\$30,000 - \$34,999	x	x		2	2				·	1	1	
835,000-833,999	59	45		1	1		1	1		1	1	
840,000-849,999	a	u		1	1		3	3				
666'693 - 000'053	7	7										
\$70,000 and over	1	1										
TOTAL MUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARES	161	159	a	,	,	-	6	9		3	ż	-

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Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salanés permanents à temps partiel et les salanés temporaires

NOTE: See instructions NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 3 Partie 8

Women Members of Visible Minorities Membres des minorités visibles Men Col. 11 1989 Total Number Nombre total Reporting Period: Période de rapport: Col. 10 ~ TRUCK TRANSPORT Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col B Industrial Sector: Branche d'activité: Total Number Nombre total Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (práctier) Col. S Total Number Mombre total Col. 4 -_ GRIMSHAW TRUCKING AND DISTRIBUTING LID. Women 00 ~ m All Employees Tous les salariés Men C 90 m m m 4 ~ 4 ~ ~ 21 National (Canada) National (Canada) Total Number Mombre total 00 4 % 8 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$50,000 and over SALARY RANGES ÉCHELLES DE RÉMUNÉRATION \$30,000-\$39,999 \$40,000-\$49,999 \$10,000 - \$12,499 \$15,000-\$17,499 \$17,500-\$19,999 \$12,500 - \$14,999 \$20,000 - \$24,999 \$25,000 - \$29,999 Under Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 \$7,500-\$9,999 Name of Business: Nom de l'entreprise: Location-Endroit ELLP. 34-19 (9-84)

Use separate Parts for permanent full-time and temporary employees Utiliser hes autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire & Partie A Col. 12 Members of Visible Minorries Membres des minorités visibles Men Col. 11 Total Number Mombre total 1989 Col. 10 Reporting Period: Période de rapport: TRUCK TRANSPORT Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Mombre total Industrial Sector: Branche d'activité Col 7 Women 9 9 Aboriginal Peoples Autochtones Men Col. S -Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 ~ Women Col. 3 CRIMSHAW TRUCKING AND DISTRIBUTING LTD. w All Employees Tous les salariés Men Col.2 ~ ~ 82 2 Total Number Nombre total National (Canada) National (Canada) Col. 1 ~ 9 m g 2 TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Nemi-professionals and technicians Semi-professionnels of technicians Skilled crafts and trades workers Travailleurs qualifiés et antisans Service workers Employes du secteur des services Sales workers Employés du secteur de la vente Semuskilled manual workers Travailfeurs manuels spécialisés Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres supérieurs Name of Business: Nom de l'entreprise: Clerical workers Employés de bureau Forementwomen Contremaitres Location-Endroit Professionals Professionnels Supervisors 180 NO 65 843

Use separate Parts for permanent part-time and temporary employees Utiliser his autres parties pour les salants permanents à temps partiel et les salantes remporaires

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Lucation-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 4 Partie 8

19 89 Reporting Period: Période de rapport: TRUCK TRANSPORT Industrial Sector: Branche d'activité Province / Territory (specify)
Province / Serritoire (préciser) GRIMSHAW TRUCKING AND DISTRIBUTING LTD. National (Canada) National (Canada) 

		All Employees Tous les salariés			Aboriginal Peoples Autochtones	2	Per	Persons with Disabilities Personnes handicapées	ties	Memb	Members of Visible Minorities Membres des minorités visibles	orrtnes nisibles
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Mombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women - Femmes
	Col. 1	Col. 2	Col 3	Col. 4	Col. 5	Gol 6	Col. 7	Col 8	(o) 9	Col 10	Col. 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels of technicians												
Supervisors Surveillants .												
Furementwomen												
Clerical workers Employes de bureau	6		6									
Nates workers Employe's du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	2	2								1	1	
Semi-skilled manual workers Travailleurs manuels spécialisés	36	36		4	4					1	1	
Other manual workers Autres travailleurs manuels	30	30		1	1		1	1		1	1	
TOTAL MANBER OF EMPLOYEES HAED MOMBRE TOTAL DE RECRUTEMENTS	ш	83	•	io.	30		1	1		3	3	

Use separate Parts for permanent full-time and temporary employees.
Utiliser has across parties pour has salariés permanents à temps pient et les salariés tempocaines.

114 JUNE (9-04)

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

form formulaire 5 Partie A Women Col 12 Members of Visible Menorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salawles promise as cours de Tannée doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle de oné été promus en dernier). 19 89 Men Col. 13 Reporting Period: Période de rapport: Total Number Nombre total Col 10 TRUCK TRANSPORT Women 3 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Mombre total Industrial Sector: Branche d'activité: Col. 7 Women 9 70 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 CRIMSHAM TRUCKING AND DISTRIBUTING LTD. All Employees Tous les salariés Men 3 ~ Total Number Mombre total National (Canada) 3 ~ TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL MUMABER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels of sechniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels spécialisés Employes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Clerical workers Employes de bureau Foremen/women Contremaitres Location-Endroit Sales workers Professionnels Professionals Supervisors

LANT 3869 (9-84)

Use separate Parts for permanent part-time and temporary employees - Utilities has autres parties pour les salaries permanents à temps partiel et les salaries semporaires

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulake 5 Partie 8

NOTE: See instructions NOTA: Voir instructions			AVAN	NCEMENTS: SAL	ENTS: SALARIÉS PERMA	AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL	S PARTIEL.				Formulaire	S Partie
Name of Business: Nom de l'entreprise: GRIMSBAN	GRIMSHAW TRUCKING AND DISTRIBUTING LTD.	DISTRIBUTIN	c LTD.			Arane Arane	Industrial Sector: Branche d'activité:	TRUCK TRANSPORT	MSPORT			
Location-Endroif	National (Canada) National (Canada)		Province /	Province / Territory (specify) Province / territoire (prociser)						Reporting Period: Periode de rapport:	6861 3	
	Z. S.	Employees proids provides sala	amoted (Employeriés promus au co	es promoted durin	g the year are to rent être inscrits a	be reported only in reulement dans la c	the occupational	groups to which nnelle à laquelle	or within which t	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) salaries promet but salaries promot and in critical promote during the salaries promot and in critical promote during the salaries promot and course de fannée doivent être inscrits seulement durit la criticalie professionnelle a laquelle ou à l'inétrieur de laquelle sit ont été promote en dermier).	promoted) é promus en dem	ier)
Occupational Groups		All Employees Tous les salaniés			Aboriginal Peoples Autochtones	4	Person	Persons with Disabilities Personnes handicapées	22	Membe	Membres of Visible Minorities Membres des minorités visibles	rithes
	Total Number Nombre total	Men	Women	Total Number Mombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Mombre total	Men	Women
	Col. 1	Col. 2	(ol. 3	Col. 4	Col. S	Col. 6	Col. 7	(O) B	Col.9	Col 10	Col. 11	Col. 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants -												
Foremen/women Contremaitres												
Clencal workers Employes de bureau	2	1	1									
Sales workers Employés du secteur de la vente												
Service workers Employes du secteur des services												
Skulted crafts and trades workers Travalileurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	1	1										
Other manual workers Autres travailleurs manuels	12	12		1	1							
TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS	15	14	1	1	1							
TOTAL INUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS	15	14	1	1	1					,		

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Use separate Parts for permanent full-time and temporary employees

Utiliser he sautres parties pour he salariés permanents à temps pien et he salariés temporaires

MOTE: See instructions MOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

form form

Women Femanes 2 5 Members of Vauble Munorities Membres des minorities visibles Monney 3 Total Number Mombre total 1989 3 Reporting Period: Periode de rapport: Women TRUCK TRANSPORT Col. 9 Persons with Disableses Personnes handicapees Men Col 8 *** ~ 4 Total Number Mombre total Industrial Sector: Branche of activité: Col. 7 -~ • Women Col. 6 Abonginal Peoples Autochtones Men Hommes Col. S ~ Prownce / Territory (specify)
Province / Serritoire (préciser) Total Number Mombre total Col. 4 ~ Women Col. 3 CRIMSHAW TRUCKING AND DISTRIBUTING LID. All Employees Your les salariés Homenes Col. 2 ~ w Ν, ~ × 24 Total Number Mombre total National (Canada) National (Canada) Col. 1 ~ 4 5 24 ~ \$ В Maddle or other managers Cadres intermedianes et autres cadres Occupational Groups Categories prafessionnelles ISPAL INIMATE OF EAST-OFEES TRAMMATES ADMINE FOLAL DE CESSASONS DE FONCTIONE Num professionals and technicians Semi-professionness es techniciens Skaked crafts and trades workers Transideurs qualifies et artistari Service workers Employers du secteur des services Sales workers Employes du secteur de la vente Semestated manual workers Transferrs manuels specialises Other manual workers Authres travailleurs manuels Upper-level managers Cadres superieurs Name of Business: Mean de l'entreprise: Clencal workers Employes de bureau Commentatives LOCARION-Endroit Professionals Professionnels Surgernitors 1401marden

Use separate Parts for permanent part-tame and temporary employees Utiliser hes autres parties pour hes salaries permanents à temps partiel et les salariés temporaires

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Deer, 38.72 (5-84)

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 6 Partie 8

Women Col 12 Members of Visible Minornies Membres des minorités visibles Men Col. 11 Total Number Mombre total 19 89 Col. 10 eres) ~ Reporting Period: Période de rapport: Women TRUCK TRANSPORT Col. 9 Persons with Drabilities Personnes handicapdes Men Col Total Number Mombre total Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Mombre total Col. 4 ~ Women C IO GRIMSHAW TRUCKING AND DISTRIBUTING LTD. All Employees Tous les salariés Men Col. 2 57 2 12 Total Number Mombre total National (Canada) National (Canada) 3 3 a 2 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL INVADED OF TAPLOVEES TERMINATED IN NOVOTED IN PONCHOSE Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels specialisés Sales workers Employés du secteur de la vente Other manual workers Autres travailleurs manuels Lipper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: L'iernal workers Employés de bureau Luremenwomen Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser has autres parties pour has salaries permanents à temps plein et has salariés temporaires

the State State

MOTE: See instructions MOTA: Voir instructions				OCCUPA	PROFESSION	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*	ARIÉS PERM	NEWTS A TE	YEES* MPS PLEIN*			form formulaire		2 Parth, Pape 1
Name of Business: Mom de l'entreprise: GI	CRIHSBAW TRUC	KINC /	TRUCKING AND DISTRIBUTING LID.	TTMC LTD.			Industrial Sector: Branche d'activité:	290	TRUCK TRANSPORT	SPORT		Repo	Reporting Period: Période de rapport:	19 89
Location-Endroit		Consda	0	Province / Territory (specify) Province / Semboire (priciery)	Acory (specify) toire (préciser,	ALBERTA	T.A			Designated CMA (specify) MAR désignée (ortoiser)	Geedly)	-		
Occupational Groups	Top and bottom of salary range	:		All Employees Fous les salariés		7	Aborginal Peoples Autochtones		Perso	Persons with Disabdities Personnes handicaptes	rea tes	Member	Members of Vaible Minorities Membres des minorités visibles	Ornthes
Categories professionnelles	mainimum de l'échelle de remuneration	Quarte	Total Number Mombre socal	Momenes	Women	Total Number Mombre sotal	Mommes	Women	Total Mumber Mombre total	Men	Women	Total Number Mombre total	Monanes	Women -
	Col 1		~ PO	Col 3	Col 4	Col. S.	Col.6	Col 7	8 (0)	Col 9	Col 10	11 70	2 23	1000
Upper-level managers	70,000	4 .	1	1										(1.0)
Cadres supérieurs	KS 000	, ,	***************************************											
	59,999	-		1					9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9					
	40.000	4	5	5										
Middle or other managers	44,999	_	+	*					,	7				
Cadres cadres	30,000	~	٠ 2	un e		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
	54,733	-												
Professionals	35,000	• •	•					9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9			000000000000000000000000000000000000000			
Professionnels	35,000	, ,												
	39,999	-	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
Semi-professionals and		4												
Semi-orolessionnelt et		~				0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				
Bechniciens		~												0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
	27.500	-	-		-									
Supervisors	29,999	~												
Surrestlands	27,500	~												
	29,999	-	-						-	-				
	35,000	•	-			-	-							
Foremenwomen	39,999	~												
Contrements	30,000	~	-	1										
	34,999	-	2	2		**************	************	***************************************						

Base, Jal 1 (5-84)

Use uspurate Parti for permanent particime and temporary employees

Utilises his autres parties pour his salaries permanents à temps partiel et les salaries semponaires

I refers to the lowest salety quarter; 4 refers to the highest salety quarter!
 I represente fer salaivers du quart fe moins éterné; 4 représente fer salaives du quart fe plus éterné;

NOTE: See instructions NOTA: Voir instructions												Formulare	are 2 Parter.	Page 2
	Top and bottom of salary range	:		All Employees Tous les salariés		74	Aboriginal Proples Autochtones		Perso	Persons with Disabilities Personnes handicapees	liers e'es	Member	Members of Vruble Munorities Membres des minorites visibles	Ornies visibles
Gregores professionnelles		Ound	Total Number Numbre total	Men Hommes	Women	Total Number Numbre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Coll		(0)	Col 3	4 lo)	Col S	Col 6	Col 7	Col. 8	(0)	Col 10	Col 11	Col 12	Col 13
	27,500	4	3		3		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	000000000000000000000000000000000000000					
Cherical workers	29,999	~	S		v				-		-			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Employes de bureau	15,000	~	11	1	01				7		-	1		, [
	17.499	-	=		=			-	Ē		-			
	30,000	4												
Sales workers	34,999	•	000000000000000000000000000000000000000	000000000000000000000000000000000000000		000000000000000000000000000000000000000	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000	000000000000000000000000000000000000000		
Employes du secteur de 13	30,000	~	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			000000000000000000000000000000000000000		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
	34.999	-	*	*										
		4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000			000000000000000000000000000000000000000	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000			
Service workers		_			000000000000000000000000000000000000000	000000000000000000000000000000000000000	0	000000000000000000000000000000000000000	0	000000000000000000000000000000000000000				
Employes du secteur des		~												
		-												
Stated traffs and trades	35,000	•	~	4								1	1	
workers	39.999	~										1	-	
Iranameurs quadries of	25,000	7			000000000000000000000000000000000000000	000000000000000000000000000000000000000								
	27.499	-	S	8										
	000,00	4	9	•								000000000000000000000000000000000000000	000000000000000000000000000000000000000	000000000000000000000000000000000000000
Semi-shilled manual workers	64,999	~	n	22		1	7		7	1				000000000000000000000000000000000000000
Macadistre	12,500	~	97	97		_		000000000000000000000000000000000000000	7	1	000000000000000000000000000000000000000			000000000000000000000000000000000000000
	14,999	-	12	12										
	45,000	4	2	2										
Other manual workers	49,999	~	-	-		-	-							
Autres travauleurs manuets		~	80	40)					-	-			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000
	22,499	-	20	•		-	-							
TOTAL MUMBER OF EMPLOYEES	OF SALAMES	1	181	151	Я			-	•	y	•	,		
											,			1

the laterale 2

• . I refers to the lowest salany quarter; d refers to the highest salany quarters . I represente hes salawes du quart le plus eleve

Form 2 Parts, Page 1

19 89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Co 15 Total Number Mombre total 1 100 Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col 9 TRUCK TRANSPORT Total Number Nombre total OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL* Col 8 Women Col. 7 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men 9 700 ALBERTA Total Number Mombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 All Employees Tous les salariés CRIMSHAW TRUCKING AND DISTRIBUTING LTD. Men Col 3 Total Number Nombre total B Col. 2 Quarte National (Canada) National (Canada) 4 Top and bottom of salary range Maximum et minimum de Fechelle de remunération 00 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres Semi-professionals and technicians Semi-professionnels et techniciens NOTE: See instructions NOTA: Voir instructions Upper- level managers Cadres superieurs Name of Business: Nom de l'entreprise: Foremen/women Contremaitres Location-Endroit Professionals Professionnels * (40 4) **** (40) ** Supervisors

Use separate Parts for permanent full-lime and temporary employees. Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

... I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I represente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

form 2 Parts, Page 2 formulaire 2 Page 2 Women (o) 13 Members of Visible Memorities Membres des menorites visibles Moments (c) 13 Total Number Mombre total 2 20 Col 10 Persons with Disabilities Personnes handicapees Men Mommes 6 70 Total Number Mombre total Col 8 Women 2 Aboriginal Peoples Autochiones Men g po Total Number Mombre total Col S Women Col 4 All Employees Tous les salaries Men Col 3 4 2 Total Number Numbre 10tal 24 . Col . Quarte Top and bottom of salary range Adaimum et minimum de Fechelle de remuneration TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES 7,500 15,000 17,500 7,500 17,500 18,599 2,500 4,999 15,000 17,499 00 2,499 Semestalled manual workers.
Travalleurs manuels
specializes Occupational Groups
Categories professionnelles Other manual workers Augres travailleurs manuels Sales workers Employes du secreur de la vente: Service workers Employes du secteur des services NOTE: See instructions NOTA: Vow instructions Cherical workers Employes de bureau

Trefers to the fowest staaty quarter; d refers to the highest salary quarter! Prepresence his salawes du quart le moure eleve; d represente his salaives du quart le phis eleve .

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MOTE: See Instructions MOTA: Voir Instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAI: SALARIËS PERMANENTS À TEMPS PLEIN*

3 Parte Form

Name of Business: Nom de l'entreprise: GRIMSB	TRUCKING	GRIHSHAW TRUCKING AND DISTRIBUTING LID.	BUTING LTD.				Industrial Sector: Branche d'activité:	nor: tiwité:	TRUCK TRANSPORT	PORT		
Location-Endroid	National (Canada)	(Canada)	Q	Prowince / Territory (specify) Prowince / territore (preciser)	ry (specify)	ALBERTA	TA TA		Report	Reporting Period: 19	68 61	
		All Employees Tous les salaries			Aboriginal Peoples Autochtones		Pers	Persons with Disabilities Personnes handicapées	2.5	Memb	Members of Visible Minorities Membres des minorites visibles	ornes
SALARY RANGES ECHELLES DE REMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Mombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col 4	. Col. S	Col 6	Col 7	Col 8	(ol.9)	Col 10	Col 11	(0) 13
Under \$10,000												
\$10,000 - \$14,999	1	1										
\$15,000 - \$17,499	+	1	3				1					
\$17,500 - \$19,999	n		11	1		1						
\$20,000 - \$22,499	16	6	1	1	1		1		1	-		-
\$22,500 - \$24,999	13	8	S	1	1		1		1			
\$25,000 - \$27,499	13	ıı	2									
\$27,500 - \$29,999	15	13	2				2	2				
830,000 - 834,999	33	33		2	1700					-	1	
835,000 - 839,999	\$	#		1	1		1	1		-	1	
\$40,000-\$49,999	23	23										
150,000 - 169,999	1	7										
\$70,000 et plus	1	1										
TOTAL HUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	181	151	30	9	10	1	6	9	8	9	2	-

Use separate Parti for permanent part-time and temporary employees
Usdace les autres parties pour les salaires permanents a tempor partiel et les salaires temporaires

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the State State

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

form 3 Partie B

Members of Visible Menorities Atembres des minorités visibles Moments Col. 11 19 89 Total Number Mombre total Reporting Period: Période de rapport: Cot 10 TRUCK TRANSPORT Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Industrial Sector: Branche d'activité: Total Number Numbre total Col 7 ALBERTA Women 9 700 Men Province / Territory Especify)
Province / Berritoire (preciser) Col. S Total Number Nombre total Col 4 Name of Business: GRIMSHAW TRUCKING AND DISTRIBUTING LTD. Mounde fewareprise: Women Col 3 s m All Employees Tous les salaries Homenes Col. 2 13 N ~ m m Mational (Canada) Mational (Canada) Total Number Mombre Betal Col 1 24 s 4 ~ 4 -4 m TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARÉS \$50,000 and over \$40,000 - \$49,999 SALARY RANGES FOWELLES DE RÉMUNÉRATION \$30,000 - \$39,999 \$20,000-\$24,999 \$12,500 - \$14,999 \$15,000-\$17,499 817,500-819,999 825,000 - 829,999 \$10,000 - \$12,499 Under Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 \$7,500 - \$9,999 NOTE: See instructions NOTA: Voir instructions Location-Endroit

Use separate Parts for permanent full-time and temporary employees Utilizer les autres parties pour les salariés permanents à semps plem et les salariés temporaires

Last, 30-19-144

Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

MOTE: See instructions MOTA: Voir instructions			REC	PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*	PERMANENT FULL-TIME EMPLOYEES HIRED" ITEMENTS: SALARIÉS PERMANENTS À TEMPS I	MPLOYEES H	RED.				Form Formulaire	4 Parties
Name of Business: Nom de l'entreprise: GRIHSBAH TR	AN TRUCKING A	UCKING AND DISTRIBUTING LTD.	TIME LTD.	·		34	Industrial Sector: Branche d'activité:	TRUC	TRUCK TRANSPORT	F		
Location-Endroid	National (Canada) National (Canada)		Province Province	Province / Territory (specity) Province / Territoire (préciser)	6.5	ALBERTA			Reporting Period: Période de rapport:	od: 19 89		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	12	Per	Persons with Disabilities Personnes handicapées	* =	Memb	Members of Visible Minorities Membres des minorités visibles	orithes vsibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	(al. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres superieurs		•										
Middle or other managers Cadres intermediaires et autres cadres	1	-										
Prutessonals Professonals												
Semi-professionals and technicians Semi-professionnels of technicians												
Supervitors												
Furemenwomen Contrematives	2	2		ï	1							
Clerical workers Employes de bureau	ın		kn.				1		ι.			
Sales workers Employes du secteur de la vente	~	2										
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans	un .	5										
Semi-skilled manual workers Travailleurs manuels specialises	16	16		2	2							
Other manual workers Autres travailleurs manuels	7	4										
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	×	30	s	3	8		1					
(98-6) (C.R. Jane)	Use separate Pa	rts for permanen	t part-time and to	Use separate Parts for permanent part-time and temporary employees Missione les sudres audities neus les calantés neusanneus à remns northelles les calantés seasons sines	PS or her calacide too	nocesing					(	3447

Use separate Parts for permanent part-time and temporary employees .

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Employment and Immigration Canada Emploi et Immigration Canada PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire & Parie B

Momen 3 Members of Vsuble Minorities Membres des minorities visibles Men Col 11 Total Number Mombre total . Col 10 m -Reporting Period: Periode de rapport: Women TRUCK TRANSPORT Col 9 Personnes handicapees Men Col 8 Total Number Mombre total Industrial Sector: Branche d'activité: Col 7 Women Col 6 ALBERTA Aboriginal Peoples Autochtones Men Col. S ~ Province / Territory (specify)
Province / territoire (préciser) Total Number Mombre total Col 4 ~ ~ Women ( P) CRIMSHAW TRUCKING AND DISTRIBUTING LID. on • 图 All Employees Tous les salanies Men Col 2 23 2 × Total Number Nombre total National (Canada) National (Canada) × 2 3 Col. 1 TOTAL MUMBER OF EMPLOYEES HIRED MOMBER TOTAL DE RECIUTEMENTS Cadres intermedianes et autres cadres Occupational Groups Categories professionnelles Nem-professionals and techniciams Semi-professionnels of technicians Service workers I employers du secteur des services Stalled crafts and trades workers Transilleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises i implayes du secteur de la vente Other manual workers Autres travailleurs manuels Auddle or other managers MOTE: See instructions MOTA: Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Chercal workers amployes de bureau GERRENAVORER. Lucation-Endroit Professionals Contremattes Lales workers Surveylants

Use separate Parts for permanent full-time and temporary employees Utsisser les autres parties pour les salaries permanents à temps piem et les salaries temporaires

Canada

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 5 Partie A

Name of Business:  Aom de l'entreprise: GRIHSBAN	CRINSHAW TRUCKING AND DISTRIBUTING LID.	DISTRIBUTIN	c LTD.			lndi Bra	Industrial Sector: Branche d'activité:	TRUCK TRANSPORT	ANSPORT			
Location-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (précier)		ALBERTA				Reporting Period: Période de rapport:	l: 19 89	
	nelez	Employees pro	omoted (Employ	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promise as to cours de Fannée donner étre inscriss seulement dans la categorie professe à loquelle ou a finiteireur de laquelle donner et consiste promise an cours de Fannée donner étre inscriss seulement dans la categorie professe à loquelle ou a finiteireur de laquelle donner et la professe de donner et de manuelle donner et de manuelle de laquelle donner et la professe de la professe d	g the year are to ent étre inscrits	be reported only eulement dans la	in the occupational	groups to which parelle à laquelle	or within which ou a Finterieur	they have been last de laquelle its ont é	s promoted)	raier)
Occupational Groups Catégories professionnelles		All Employees Tous les salariés		•	Aborgnal Peoples Autochtones	4	<b>J</b>	Persons with Disabilities Personnes handicapées	2.2	Memb	Members of Visible Minorities Membres des minorités Visibles	Orrives Visibles
	Yotal Number Nombre total	Mommes	Women	Total Number Mombre total	Men	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Upper-level managers Cadres superreurs	5		r.	5		9	20.7	3	6 70	00 00	20 2	2 3
Middle or other managers Cadres intermediaires et autres cadres	-	-										
Professionals Professionnels												
semi-professionals and technicians Semi-professionnels of technicians												
Supervisors												
Foremen/women Confrematives												
Chercal workers Employes de bureau												
Sales workers Employés du secteur de la vente	1	-										
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels specialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS	2	2										
TOTAL MUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS	2	2										
199 (3 996 -911	Use separate Par	ts for permanent p	art-time and ten	Use separate Parts for permanent part-time and temporary employees								

Use separate Parts for permanent part-time and temporary employees
Utilities his autres parties powr his salaries permanents à temps partiel et les salaries temporaires

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulaire 5 Partie

NOTE: See instructions NOTA: Voir instructions			AV	AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL	LARIÉS PERM	ANENTS À TEA	APS PARTIEL.				Formulaire	5 Partie
Name of Business: GRIMSHAW	TRUCKING AM	GRIMSHAW TRUCKING AND DISTRIBUTING LTD.	MG LTD.			Bra	Industrial Sector: Branche d'activité:	TRUCK TRANSPORT	INSPORT			
Location-Endroit	National (Canada) National (Canada)	23	Provin	Province / Territory (specify) Province / territoire (préciser)		ALBERTA				Reporting Period: Période de rapport:	1989	
	3	Employees	promoted (Empl	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or writhin which they have been last promoted) salarids promise for the promise for the salarids promise for salarids promise	ing the year are to sivent être inscrits	be reported only seulement dans	in the occupations a catégorie professi	I groups to which onnelle à laquell	or within which a ou à l'intérieur	they have been last de laquelle ils ont ét	promoted) nt promus en derr	nier) -
Occupational Groups		All Employees Tous les salariés	-5		Aboriginal Peoples Autochtones	2	Per	Persons with Disabilities Personnes handicapées	bes hes	Membe	Members of Visible Minorities Membres des minorités visibles	rithes
	Total Number Mombre total	Men Men Man Monwes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Mombre total	Mommes	Women	Total Number Nombre total	Monmes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. S	Col. 6	Col. 7	Col. 8	Col. 9	Cot. 10	Col. 11	Col. 12
Upper-level managers Cadres superieurs												
Nuddle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnets et techniciens												
Supervitors . Surveillants												
Forementwomen Contremaitres												
Clerical workers Employes de bureau	2	1	1									
Sales workers Employes du secteur de la vente												
Service workers Employés du secteur des services												
Skulled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialisés	-	1										
Other manual workers Autres travailleurs manuels	10	10							•			
TOTAL NUMBER OF EMPLOYEES PROMOTED MOMERE TOTAL DE SALARIES PROMUS	13	12	1									
TOTAL MUMBER OF PROMOTHOMS MODERE TOTAL D'AVANCEMENTS	13	12	-									

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Part A

TRUCK TRANSPORT

Industrial Sector: Branche d'activité:

CRIMSHAW TRUCKING AND DISTRIBUTING LTD.

MOTE: See instructions MOTA: Voir instructions

Women Col 12 Members of Visible Manorities Members des minorités visibles Men 5 00 19 89 Total Number Nombre total Col 10 Reporting Period: Periode de rapport: Women Col. 9 Persons with Disabilities Personnes handicapees Men Col 8 -~ * Total Number Mombre total Col. 7 ~ ~ * Women Col. 6 ALBERTA Aboriginal Peoples Autochtones Men Col S -~ Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 ~ ~ Women CO. m AM Employees Four les salariés Men Hommes Col. 2 w ~ ~ ~ 5 31 Total Number Nombre total National (Canada) 00.1 ~ m ~ 40 13 ~ ž Maddle or other managers Cadres intermedianes of autres cadres Occupational Groups
Caregories professionnelles NOTAL INJURED OF EAST OVER TERMINATED INDIRECTIONS OF FORCTIONS New-professionals and technicians Sem-professionness of technicians Employes du secteur des services Stalled crafts and trades workers Travalleurs qualifies et antisans Semi-skilled manual workers Transilleurs manuels specialises Sules workers Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Clencal workers Employes de bureau Nemenhaomen! Location-Endroit Service workers Professionals Professionnels Confremantres Supermort

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulaire 6 Part 8 Women Col 12 Members of Visible Manorities
Membres des manorites wiables Men Hommes Col 13 ~ 2 _ 19 89 Total Number Nombre total Col. 10 ~ Reporting Period: Période de rapport: Women Col 9 TRUCK TRANSPORT Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 ---~ Women Col. 6 ALBERTA Aboriginal Peoples Autochtones Men Col. S ~ Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 CRIMSHAW TRUCKING AND DISTRIBUTING LTD. All Employees Tous les salarres Men Hommes Col. 2 12 49 21 Total Number Nombre total National (Canada) National (Canada) 0 1 26 21 12 Muddle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles NOTAL INJURAGE B OF EIGHNOTHS PRIMINGATED INCOMENT FOF ALL DE CETSATIONS DE FONCTIONS semi-professionals and technicians semi-professionnels et techniciens Employes du secteur des services Staffed crafts and trades workers Invadeurs qualifies et artisans Implayes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE: See wastructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Lipper-level managers Cadres superreurs Lierkal workers Employes de bureau nemenavomen. Location-Endroit Service workers Professionals Contremantres Lules workers Surveylands

Use separate Parts for permanent fulk-time and temporary employees Utibier les autres parties pour les salaires permanents à temps plem et les salaries temporaires .

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formulaire 2 Partie, Page 1

19 89 Reporting Period: Periode de rapport: EDMONTOM Designated CMA (specify)
RAM designée (préciser) TRUCK TRANSPORT OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector: Branche d'activité: Province / Territory (specify) Province / territoire (préciser) CRIMSHAN TRUCKING AND DISTRIBUTING LTD. National (Canada) National (Canada) NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

Occupational Groups	Top and bottom of salary range	:	T.	All Employees Fous les salariés		4	Abongmai Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	¥ 2	Member	Members of Visible Minorities Membres des minorités visibles	ornies
Categories professionnelles	minimum de l'échelle de rémunération	Querter Ouerr	Total Number Nombre total	Men	Women	Total Number Mombre total	Men Hommes	Women	Total Mumber Nombre total	Men	Women	Total Number Nombre total	Mommes	Womes
	Col 1		Col. 2	Col. 3	Col 4	Col S	gol 6	Col 7	8793	Col. 9	Col 10	(0) 11	Col. 12	(of 13)
	000*59	4	-	1										
Upper-level managers	66.69	~												
Cadres superieurs	55,000	~	***************************************											
	59,999	-	-	-										
	40,000	4	3	3					-	-				
Middle or other managers	44,999	~	***************************************											
Ladres unfermedianes et	35,000	~	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		***************************************								
	39,999	-	7	+										
	35,000	4	-	-										
Professionals	39,999	_												
Professionnels	35,000	~												
•	39,999	-		000000000000000000000000000000000000000										
Semi-professionals and technicians		4 14		-										
Semi-professionnels et techniciens		~ .		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0									
	27,500	•	-		-									
Surveillants	23,279	_										0	0 0 0	
	27,500	~						0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
	23,999	-	-	-						1				
	35,000	•	-		000000000000000000000000000000000000000		1							
Forementwomen	39,999	m												
-	30,000	~									* 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
	34,999	-	2	2										

Use separate Parts for permanent part-time and tempotary employees. Utiliser he sautres parties pour hes salariés permanents à temps partiel et les salariés tempocaires

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. I refers to the lowest salary quarter; 4 refers to the highest salary quarter! I représente les salaires du quant le moins éleud; 4 représente les salaires du quant le plus élevé

Canada

Form Porth, Page 2 Formulaire 2 Partie A. Page 2

Employment and Immigration Canada Emploi et Immigration Canada

Coccupational Groups   Coccupational Groups	NOTE: See instructions NOTA: Voir instructions												Formulaire	daire & Par	Partie A
Column		Top and bortom of salary range	:		All Employees Tous les salariés		₹	Doriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	fiers	Membe	Members of Vsuble Minorrises Membres des minorites visibles	normes
Cold	Occupational Groups Categories professionnelles	Maximum of minimum de l'échelle de	Ser.	Total Number Nombre total	Mommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women Femmes
27,500		(0)		Col. 2	Col.3	Col 4	Col. S	Çol 6	Col 7	Col. 8	Col. 9	Col. 10	Col 11	Col. 12	Col 13
12,000		27,500	Į	3		3									
115,000   2   3   9   9   9   9   9   9   9   9   9	Clerical workers	29,999	6	15		in.				-		-			
17,499   1   3   3   3   3   3   3   3   3   3	Employes de bureau	15,000	~	6		6				1		+	1		
30,000	;	17,499	-	3		3									
31,999   3   3   3   3   3   3   3   3   3		30,000	4												
30,000   2   3   3   3   3   3   3   3   3   3	Sales workers	34,999	•												
34,599   1   3   3   3   3   4   4   4   4   4   4	Employes du secteur de la	30,000	~												
SS,000		34,999	-		1										
SS,000			4	000000000000000000000000000000000000000											
SS,000	Service workers		~			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0									
35,000   4   4   4   4   5   5   5   5   5   5	Employes du secteur des		~			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								
35,000   4   4   4   4   4   4   4   4   4	Services .		Ī												
13, 1999   3   3   3   3   3   3   3   3   3	Skilled crafts and trades	35,000	4	*	4								7	1	
25,000   2   1   1   1   1   1   1   1   1   1	workers	39,999	~	m	•								7	7	
22,499   1   5   5   5   5   5   5   5   5   5	Travailleurs quadifies et	25,000	~		-										
60,000 4 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	arthens	27,499	-	S	S										
St. 599   3   6   6   6   1   1   1   1   1   1   1		000'09	4	9	m	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0									
22,500   2   25   25   25   25   25   25	Semi-skilled manual workers	64,999	_	49	9										
21,599   1   9   9   9   9   9   9   9   9	Travalleurs manuels	22,500	~	x	X		Y	1		J	1				
45,000   4   2   2   1   1   1   1   1   1   1   1		24,999	-	6	6										
100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100		45,000	4	2	2			000000000000000000000000000000000000000							
122,459   1   1   1   1   1   1   1   1   1	Other manual workers	49,999	~	7	7		æ	-	000000000000000000000000000000000000000	000000000000000000000000000000000000000					
122,499   1   1   1   1   1   1   1   1   1	Aures travailleurs manuels	20,000	^	40	•					1	1				
TAL NUMBER OF EMPLOYEES 115 94 21 4 4  OMBRE TOTAL DE SALARRÉS . Terbers to the lowers taking quarter; a refers to the highest salary quarter in place deem a subject to the highest salary quarter in place deem a subject to the highest salary term.		22,499	-	,	7		-	1							
•	TOTAL NUMBER C MOMBRE TOTAL	DE SALARIÉS DE SALARIÉS		115	z	21	4	*		9	4	2	3	2	-
I represente na salación de desta de qual se monta enver, a represente na sacuera ou quan re pros enver	the Milpholp?		1	1 refers to the lo	west salary qua	ner; & refers to	the highest salar	y quarter!	1 1 1					7	=
				I represente ma	tallares on que	T AP MONTH CREAT	r, a repartment	Total as an all and a	The state of the last					Ž	Canada

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

form 2 Partil, Page 1

19 89

Reporting Period: Période de rapport:

TRUCK TRANSPORT

Industrial Sector: Branche d'activité:

CRIMSHAW TRUCKING AND DISTRIBUTING LID.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Women Col. 13 Members of Visible Minoribes Membres des minorités visibles Mommes Col. 12 Total Number Nombre total **HOLINOHUM** Col 11 Women Col. 10 Designated CMA (specify) RMM désignée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 Total Number Nombre total Cole 2 Women Col. 7 Aboriginal Peoples Autochtones Men Hommes Col. 6 Total Number Nombre total Col S Province / Territory (specify) Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men Col. 3 Total Number Nombre total C 103 Quarte National (Canada) National (Canada) Top and bortom of salary range Maximum et minimum de Fechelle de remuneration 0 Occupational Groups Categories professionnelles Middle or other managers Cadles intermédiaires et autres cadres Lechnicians Semi-professionnels et techniciens Upper-level managers Cadres superieurs semi-professionals and Forementwomen Contrematives Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and temporary employees. Utilities his autres parties pour les salariés permanents à temps plein et les salariés temporaires

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Canada

Teefers to the towest salary quarter; 4 refers to the highest salary quarter! I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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Caregories professionnelles   Massimum et		Autochtones	Person	Personnes handicapées Personnes handicapées	# # # # # # # # # # # # # # # # # # #	Membe	Members of Vauble Minorities Membres des minorités visibles	ordies visibles
Col 1   Col 2   Col 3   Col 4     15,000	Total Number Nombre total	Men Women Hommes Femmes	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
15,000	Col S	Col. 6 Col. 7	Col 8	Col. 9	Col 10	Col 11	Col 12	Col. 13
17,499 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		000000000000000000000000000000000000000					0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
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Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!
 Impropriente his solaries du quart le moins élevé; 4 représente les salaires du quart le plus élevé





8106 CA1 -M -E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



GULF CANADA RESOURCES LIMITED RESSOURCES GULF CANADA LIMITÉE

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## SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIÈRE D'EMPLOY: IDENTIFICATION D'EXACTITUDE (Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

Form

4 ,0 , 3 2,3,3,,52,5 TELEPHONE NUMBER NUMERO DE TELEPHONE SCEAU DE LA CORPORATE SOCIÉTÉ 801 200 308 SEAL NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'ÉMPLOI N.W.T.-F.N.-O DHT.-ONT SASK -SASK MFTD-T-M N.S.ALE N.B.-At.-B. MAN. ACAR PELLPE ALTA.-448 TKN.-York. B.C.C.4 3 TOTAL EMPLOYEES IN CANADA MOMBBE TOTAL DE SALABIÉS AU CAMADA P.O. BOX 130 CALGARY, ALBERTA T2P 2H7 108 DESIGNATED CIM AS GULF CANADA RESOURCES LIMITED GULF CANADA RESOURCES LIMITED VANCOUVER EDMONTON MONTREAL TORONTO WINNIPEG COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE CALGARY HALIFAX REGIMA MANAGER HUMAN RESOURCES GÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL MAILING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE A. DALE DEXTER POSITION TITLE - TITRE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) THE THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCUMATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF , ATTESTE PARLES PRESENTES AU MOM DE (Nom de l'employeur) AMES I A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS. HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 Θ • NO. OF EMPLOYEES MOMBRE DE SALARIÉS 308 NO. OF EMPLOYEES MOMBRE DE SALARLES HO. OF EMPLOYEES MOMBRE DE SALARIÉS NO. OF EMPLOYEES SHGHATURE - SHGMATURE NUMBER OF TEMPORARY
EMPLOYEES
MOMBRE DE SALARIES
TEMPORARIES S NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE CRUDE PETROLEUM & NATURAL GAS INDUSTRIES 1990 œ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAMÉS MATIONALE PRINCIPALE CALGARY, ALBERTA PRESIDENT & CHIEF EXECUTIVE OFFICER NUMBER OF PERMANENT PART-TIME EMPLOYEES MOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL GULF CANADA RESOURCES LIMITED 0 CHARLES E. SHULTZ OUE LES RENSEIGNEMENTS FOURMS DANS LES FOGM - 9 AVENUE S.W. 13 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 FULL LEGAL NAME - NOW LEGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 CHARLES E. SHULTZ INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ! DATE - DATE POSITION TITLE - TITME OU FONCTION NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN 268 I, (Name) JE, (NOM) 0 0 0 (9) 3 AUTHOR DE L'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION ATTESTATION D'EXACTITUDE EMPLOYMENT CATEGORIES CATÉGORIES POSITION BRANCHE(S) INDUSTRIAL D'ACTIVITÉ ACCURACY OFFICERS AGENTS SECTOR(S) STATUS SALARIËS ADDHE SS ADRESSE ЭŒ 9 LMP 3847(9-86) PZZON 24440xx - QWZH-W 92 KH40KH VDZZ4K>

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
MOTA: VOIR INSTRUCTIONS POUR REMAIN IN TOUS LES FORMULAINES

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## GULF CANADA RESOURCES LIMITED

P.O. BOX 130, CALGARY, ALBERTA T2P 2H7 - TELEPHONE (403) 233-4000

## **EXECUTIVE SUMMARY**

## **Employment Equity Report**

January 1 to December 31, 1989

The stated purpose of employment equity is to achieve equality in the work place so that no individual is denied access to selection, placement and subsequent advancement for any reason unrelated to ability. Gulf Canada Resources Limited (GCR) operates on this same philosophy as stated in our Corporate Values and Ethics and our Corporate Policies. As required by the Employment Equity Act, and as part of our own overall employment equity strategy, we are submitting our third annual report outlining employment statistics for company operations on federally regulated lands. The National Report encompasses all GCR employees under the provisions of the Act. The Territorial Report deals solely with those individuals whose work location is in the Northwest Territories, both on and off-shore.

1989 marked the close of the third reporting cycle under the Employment Equity Act. As in the past, all positions were evaluated using the Standard Occupational Classifications, 1980 for assignation of four-digit SOC codes and subsequent categorization into the twelve Occupational Groups.

Due to the seasonal nature of GCR's Northern Operations, employees do not work a standard work schedule. Both regular full-time and temporary GCR employees are compensated according to their rotational schedule. Salaries submitted here reflect these variations. Arctic allowances are paid for northern postings and are included as a component of salary calculations.

GCR's business strategy focuses on three major areas: Western Canada, Frontier Exploration and International Development. Changes in our emphasis on Frontier Exploration have resulted in the permanent hiring of many of the temporary employees outlined in the 1988 Territorial report, as well as the increased activity of our Alberta employees related to our Northern Operations. This movement again contributes to the increased difficulty of direct comparison of report statistics.



.../2

A large percentage of northern employment with GCR is secured through independent contractors and accordingly, is not reflected in Gulf's report. However, these contractors select and place a significant number of both women and native Northerners to work on GCR assignments. Nonetheless, GCR plays an active role in monitoring employment equity of native Northerners in conjunction with our contractors (selection and placement, and apprenticeship programs). These initiatives seek to remove barriers to the equitable treatment of all employees.

GCR's commitment to employment equity has resulted in the preparation of an Employment Equity Plan which focuses on our Northern Operations Division. This Plan outlines the goals and time frames towards which we will manage in the coming years. We believe that employment equity will help us better manage our human resources and provide us with the tools necessary to meet the challenges of our current business strategies.



Location-Endroit

Emploi et Immigration Canada Employment and Immigration Canada

Form Part A, Page 1

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Col 13 Members of Visible Minorities Membres des minorités visibles Reporting Period: Periode de rapport Hommes Col 12 Men 222 Total Number Nombre total Col. 11 444 CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 Total Number Nombre total Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Hommes gol 6 Total Number Nombre total Col S Province / Territory (specify) Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men Hommes Col 3 15 8 1 1 Total Number Nombre total GULF CANADA RESOURCES LIMITED Col 2 15 20 47 Quarter National (Canada) 4 M Top and bottom of salary range Maximum et minimum de l'échelle de rémuneration 70,000 and over 45,000-49,999 70,000 and over 30,000and over and over 34,999 50,000-54,999 25,000-45,000-70,000 27,499 000,07 Coll  $\boxtimes$ Occupational Groups Catégories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and technicians Semi-professionnels et NOTE: See instructions NOTA: Voir instructions Upper- level managers Cadres superieurs Name of Business: Nom de l'entreprise.

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

40,000 44,999

Foremen/women

Supervisors techniciens

Professionals Professionnels

autres cadres

EMP 3871 (9:86) P 1 Contremaitres

Canadä Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus élevé

Form 2 Part A, Page 2

NOTE: See instructions NOTA: Voir instructions

NOTA: Voir instructions														
	Top and bottom of salary range	:		All Employees Fous les salariés		AP	Aboriginal Peoples Autochtones	\$	Person	Persons with Disabilities Personnes handicapées	ties ées	Member	Members of Visible Minorities Membres des minorités visibles	isibles
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Cot. 3	Col. 4	Col 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col 13
Clerical workers	55,000-	<b>₹</b> m	1 2	1 2										
Employes de bureau	22,500-	2 +	9	3	10									
Sales workers		4 W												
vente		7												
Service work pre	-000-	4 (	2	2										
Employes du secteur des	22 500-	2	2	2										
services	24,999	-	4	4		1	-							
Skilled crafts and trades	70,000	4 (	7	7		1	1							
workers Travailleurs qualifies et	30,000-	n ~	26	26					1	1		1	1	
artisans	34,999	-	18	18		1	1					1	-	
Semi-skilled manual workers	65,000-	4 w	3	<b>-</b> 6										
Travailleurs manuels spécialisés	20,000-	2	33	33		m	٣					4	7	
	55,000	4	3	3					1	1				
Autres travailleurs manuels	20 000-	m r												
	22,499	1	5	5								1	1	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	F EMPLOYEES DE SALARIÉS		268	246	22	9	9		3	3		18	17	-

" Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Treprésente les salaires du quart le plus élevé.

EMP 3871 (9-86) P 2

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

Form S Part A Formulaire 3 Partie A

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES 1989 Reporting Period: Période de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify) Province / territoire (preciser) GULF CANADA RESOURCES LIMITED National (Canada) Z NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

000000000000000000000000000000000000000		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones		Pers	Persons with Disabilities Personnes handicapées	es	Membr	Members of Visible Minorities Membres des minorités visibles	isibles
ECHELLES DE REMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col.8	Col. 9	Col. 10	Col. 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499												
\$17,500 - \$19,999												
\$20,000 - \$22,499	2	2										
\$22,500 - \$24,999	5	3	2	1	1							
\$25,000 - \$27,499	10	7	3							1	1	
\$27,500 - \$29,999	10	9	4									
\$30,000 - \$34,999	21	17	4							2	2	
\$35,000,25\$	31	26	5	3	3					3	က	
\$40,000 - \$49,999	77	41	3	1	1					3	2	1
\$50,000 - \$69,999	69	69					2	2		4	4	
\$70,000 and over	76	75	1	1	1		1	1		5	5	
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	268	246	22	9	9		3	3		18	17	-

LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

4 Parte A

Form Formulaire

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

GULF CANADA RESOURCES LIMITED

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Location-Endroit

Industrial Sector: Branche d'activité:

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES

19 89

Women Col 12 _ Members of Visible Minorities Membres des minorités visibles Men Col. 11 2 3 10 Total Number Nombre total Col. 10 9 m _ 1 Reporting Period: Période de rapport: Women . Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Col. 7 -Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 4 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 2 Women 8 Col. 3 7 All Employees Tous les salariés Men Col. 2 = 29 8 4 00 19 29 5 114 Total Number Nombre total National (Canada) National (Canada) Col. 1 Ξ 32  $\infty$ 12 00 19 29 5 125 TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifiés et artisans Employés du secteur des services Semi-skilled manual workers Travailleurs manuels specialisés Employés du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Cadres supérieurs Clencal workers Employés de bureau Foremen/women Contremaitres Service workers Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires *

# PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 5 Part A

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaxies promus and exist of a finiterieur de laquelle its ont ête promus an dernier). Men Hommes 1989 CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Col 11 Reporting Period: Période de rapport: Total Number Nombre total Col 10 Women Col. 9 Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 All Employees Tous les salariés Men Hommes_ Col. 2 7 _ 2 GULF CANADA RESOURCES LIMITED Total Number Nombre total National (Canada) National (Canada) Col. 1 2 2 7 _ TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS  $\boxtimes$ Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Service workers Employés du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels spécialisés Sales workers Employés du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Other manual workers Upper-level managers Cadres superieurs Clerical workers Employés de bureau Name of Business: Nom de l'entreprise. Foremen/women Contremaitres Location-Endroit Professionals Professionnels Supervisors

LMF 3869 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

GULF CANADA RESOURCES LIMITED

NOTE: See instructions NOTA: Voir instructions NOTA: Voir instructions Nome of Business: Nom de l'entreprise:

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector: Branche d'activité.

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES

Form formulaire 6 Part A

Members of Visible Mino 19 89 Reporting Period: Période de rapport: Persons with Disabilities Aboriginal Peoples Province / Territory (specify)
Province / territoire (préciser) All Fmolovee National (Canada) 

		Tous les salariés			Aboriginal Peoples Autochtones		Per	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities  Membres des minorités visibles	visibles
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col 8	Col 9	Col. 10	Col. 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermediaires et autres cadres	7	3	1									
Professionals Professionnels	1	1										
Semi-professionals and technicians Semi-professionnels et techniciens	1	1										
Supervisors Surveillants	1	1										
Furemen/women Contremaitres	2	2										
Clerical workers . Employes de bureau	2		2									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services	2	2										
Skilled crafts and trades workers Travailleurs qualifies et artisans	8	8		1	1					1	1	
Semi-skilled manual workers Travailleurs manuels specialisés	5	5										
Other manual workers Autres travailleurs manuels	1	1										
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	27	24	3	1	1					1	1	

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

FMP 3872 (9-86)

Formulaire 2 Part A. Page 1

Col 13 1989 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport Men Hommes Col 12 224 Total Number Nombre total Col. 11 CRUDE PETROLEUM & NATURAL GAS INDUSTRIES CALGARY daid Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col. 9 Total Number Nombre total OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN* Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Col. 6 ALBERTA Total Number Nombre total Col S Province / Territory (specify) Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men Hommes Col 3 15 Total Number Nombre total GULF CANADA RESOURCES LIMITED Col 2 15 Quarter National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de remuneration and over 45,000-49,999 70,000 and over 30,000-34,999 and over and over 50,000-54,999 25,000-27,499 -0000,04 70,000 000,07 70,000 001 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE: See instructions NOTA: Voir instructions Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres superreurs Name of Business: Nom de l'entreprise. Foremenwomen Location-Endroit Professionals Professionnels Contremaitres autres cadres Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires 4

LMP 38/1 (9:86) P

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ Treprésente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



	Top and bottom of salary range			All Employees Fous les salariés		A	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorités visibles	visible
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col.3	Col 4	Col 5	Col 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
	55,000-	7	-	_										
Clerical workers	59,999	m	-	_										
Employes de bureau		7	6	٣	g									
	24,999	Ī	10		10									
Cale workers		4												
Employes du secteur de la		7												
vente		<b>,</b> -									ė.			
		4												
Service workers Employes du secteur des		m r												
services		· -									,			
Skilled crafts and trades	-000,00	4	3	3								Т	1	
workers Travailleurs qualifies et	54,999	m	2	2										
artisans	30,000-	Ţ.	-	-										
	24,727	- 4												
Semi-skilled manual workers		m												
specialises		7												
		A												
Other manual workers Autres travailleurs manuels		m												
		~ -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		108	98	22				1	-		6	80	-

EMP 3471 (9-86) P 2

. . 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

<del>+</del>

GULF CANADA RESOURCES LIMITED

NOTE: See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise:

Employment and Immigration Canada Emploi et Immigration Canada

Form MPS PLEIN*

MAPS PLEIN*

Industrial State A Formulaire 3 Parte 3 Parte A Formulaire 3 Parte 3 Parte

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 က 4 4 19 89 Total Number Nombre total Reporting Period: Période de rapport: Col. 10 6 4 7 Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Col. 7 ALBERTA Women Col 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (preciser) Col. S Total Number Nombre total Col. 4 Ø Women Col. 3 m 4 7 22 All Employees Tous les salariés Men Col. 2 pan( 9 6 38 98 31 National (Canada) National (Canada) Total Number Nombre total Col 1 7 4 2 4 Ξ 12 39 108 31 TOTAL NUMBER OF EMPLOYEES
MOMBRE TOTAL DE SALARIES \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION 666'69\$ - 000'05\$ \$10,000 - \$14,999 \$17,500 - \$19,999 \$30,000 - \$34,999 835,000 - \$39,999 \$15,000 - \$17,499 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$40,000 - \$49,999 Under Moins de \$10,000 Location-Endroit

tMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees

** Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

**+** 

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT STATES PERMANENTS A TEMPS PLEIN*

RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire & Partie A

Women _ Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 CRUDE PETROLEUM & NATURAL GAS INDUSTRIES S Total Number Nombre total Col. 10 9 Reporting Perind: Période de rapoort: Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 ALBERTA Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

Other manual workers Autres travailleurs manuels Canadä

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NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

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Use separate Parts for permanent part-time and temporary employees Utilizer les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 6 Partie A

Women Col. 12 Members of Visible Minorities Membres des minorites visibles CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Men Col 11 19 89 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Women Col 6 ALBERTA Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
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Use separate Paris for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

FMF. 3872 (9-84)

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Reporting Periode de IndustrialSector: Branche d'activité: CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Province / Territory (specify)
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Province / territorie (préciser) Ø GULF CANADA RESOURCES LIMITED National (Canada) National (Canada)

Aboriginal Peoples Autochtones Men Col. 6

Designated CMA (specify) RMR designée (préciser)

Persons with Disabilities Personnes handicapées

Total Number Nombre total

Men Hommes

Women Col. 7

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de remuneration

Occupational Groups
Categories professionnelles

Location-Endroit

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Col 2

Col 1

Upper- level managers Cadres superieurs

and over 50,000-54,999

Middle or other managers Cadres intermediaires et

autres cadres

Semi-professionals and technicians Semi-professionnels et techniciens

Professionals Professionnels

70,000

All Employees Tous les salariés Men Hommes Col 3

Women

Col. 9

Col 10

Col 11

Col. 8

Total Number Nombre total

Col 12

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

and over 45,000-49,999 70,000

Foremen/women Contremaitres

Supervisors

1 4 (98.6) F 1

45,000-

## Page 1

NOTA: Voir instructions				All Employees		¥	Aboriginal Peoples	25	Person	Persons with Disabilities	ities	Member	Members of Visible Minorities	1 2 3
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Other manual workers	59,999	m												
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• • Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! Treprésente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 3871 (9-86) P.2

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form 3 Part A Fortie A

Canadä Col. 12 Members of Visible Minorities Membres des minorités visibles CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Men Col 11 6 3 7 2 19 89 Total Number No.nbre total Col. 10 Reporting Period: Période de rapport: 6 7 2 m  $\vec{\phantom{a}}$ Women Col 9 Persons with Disabilities Personnes handicapées Men Col. 8 2 7 Industrial Sector: Branche d'activité: Total Number Nombre total Province / Territory (specify)
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LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

GULF CANADA RESOURCES LIMITED

NOTE. See instructions
NOTA. Voir instructions
Name of Business:
Nom de l'entreprise:

Location-Endroit

Form Part A Fortie A Fortie A

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

CRUDE PETROLEUM & NATURAL GAS INDUSTRIES Industrial Sector: Branche d'activité

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Reporting Period: Période de rap sort:

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS

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Employment and trumgration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 5 Parte A

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Use separate Parts for permanent partitime and temporary employees . Utiliser les salariés temporaires . Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires



Form formulaire 6 Partie A

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires .







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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



H & R TRANSPORT

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Employment and Immigration Canada GCCUFATIONAL EROUPS: PERMANENT PART-TIME EMPLOYEES

Page 1

Part b

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## Employment and Immigration Canada

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## Employment and footgrather Canada

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Name of Business:	008137 H	& R TRA	DOBLOZ H & R TRANSFORT LID.	).	and the same and t	11.	Industrial Sector:	Sector	456 TRU	456 TRUCH TRANSFORM TRUCK	Rel Tribut	
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Semi-professionals and technicians		0	0	0	0		0		0	0		٥
Supervisors		0	0	0	0	0	0	0	0			·
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## Empioyment and Immigration Canada

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Name of Business:	008107 H & R IRANSPORT LTD.	E 8	RANS	PORT L	TD.			-	Indust	rial	Industrial Sector:		TRUCE.	45& TRUCK TRANSFORT THIDU	OFF IN	DO	
Lecations	X Nati	X National (Canada)	anad	1	revine	e/Terr	itory (	Province/Territory (specify)					1 Repo	Reporting Period: 1909	Period	: 1909	
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Middle or other Managers	1 0	0		0			0	0			0	0		0	0		0
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Semi-professionals and technicians	0	0		0			0	0			0	٥		0	0	;	0
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PERMANENT FOLL-TIME EMPLOYLES PROMOTED

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	X Mation	X Mational (Canada)		nnce/Te	ri itery	Province/Territory (specify)		1		Rep	Reporting Persons 1965	tods 1969	
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Upper-level managers	0	0	0	0	0								9
Middle or other managers	0		0	0	0	0							>
Professionals	0		0	0	0	0	0						ا ا ا
Semi-professionals and technicians	0	0		0	0	0	0						9
Supervisors	0	0	0	0	0	0	0						0
Foreman 'women		0	0	0	0	0			- 0	- 0		0	0
Clerical workers	10		0	0	0	0							0
Sales workers	0	0		0	0	0		0	0			- 0	
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## Employment and Imangration Canada

PERMANENT PART-TINE EMPLOYEES FROMOTER

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	Semi-professionals and technicians	0				- 0		0	0	0		- 0			
	Supervisors	0						0	0	0				0	0
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Employment and Laminguetton Canada

GFOUPS   Total   All Employees   GFOUPS   Total   Hen   Women   GFOUPS   Total   Hen   Women   GFOUPS   Total   Group   GFOUPS   Total   Group   Group	Frevince   Aber   Tetal   Number   Total   Number   Total   To	Puopigs   Nomen   Nome	Persons with Disabilities with Total   Mumber   Men   Men			Menters c 1010 Misse 101 Col.	111 Col. 18
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GROUP'S	salary range   Al Total   RI Number 	A  Total  R  Number  T	mber   	Total	Number	Men Leol 6	Women	Number I	Men Cc-1-9	Women	Number   Cel 11	Men	Women Cel 13
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## Employment and lowighation Consta

				SALARY	SUBMORY	PERMANENT	SALARY SULMARY: PERMANENT PART TINE ENFLOYEES	ENFLOYE			Form 3	Fairt B	=
-Name of Business: 006107 H &	0061	\$ H- €01	R TRANSPORT LTD.	PORT LT				Industrial Sector:	Sectors		456 TRUCK IVANSPORT INDUSTRIES	Tandat In	RIES
Locations		Natio	nal (Car	) X (pau	Frevince/T	erritory	National (Canada)X Frovince/Territory (specify)	18 ALBERTA	ят.		Reportin	Reporting Period: 1989	198
	- H	All Employees	yees	+-	Aborigina	Aboriginal Feoples		Persons with Disabilities	s with lities	-	Members of Visible Winerities	s of norities	
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DUCUPATIONAL		All Employees	u	l Aboragi	Aboniginal Peoples		Perso	Persons with Disabilities		Unsible Unsible	Members of Visible Hiporities	
GROUPS	Total   Number	I Mera	l Women	Tetal     Number	Men I	Women t	Total   Number	Men	Women I	Total   Number	Ner I	Nomen
	Col. 1	Col.	1 Col. 3	2 + Col. 3 + Col. 4 + Col. 5 + Col. 6 +	Col. 5   Col.		Col. 7   Col		8   Col. 9	. 9 + Col. 101 C	Col. 111 Col. 12	20.1.10
Upper-level managers	0	0	.0	0	0		0		0	0		3
Middle or other managers	0	0	o	0	0		0	0	0	 O	0	0
Professionals		0	-	 0 :		- 0	  0 	1 0	0			0
Semi-professionals and technicians		0	0	0			0	0	0	0	0	0
Supervisors	0	0	0	0			0		0	0		٥
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Stilled crafts and trades workers	0 -	0	0	0	- 0		0	0	0	0	÷ =	Ç.
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Other manual workers	7	4	0	7 0	0	0	 c	0	0	0	0	0
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Employment and Imm Josephon Canada

Name of Business:	0081071	COBLOZ H & B TRANSPORT LTD.	SPORT LTG			I In	Industrial	Section :	456 TR	456 TRUCS HEARDFORD THIRD	er mon	
Locations	Natio	National (Canada	×	vince/Terr	Frovince/Territory (specify) 18 alleRTA	6.1fy) 1	8 OLIGERTA		_	Reporting Pariod: 1987	eriod: 173	
OCCUPALIONAL	A11.6	All Employees		Abertagin	Abgriginal Feoples		Person	Persons with Disabilities		Members of Visible Minorities	rs of incrities	
GROUPS	Total	Men	l named	Total   Number	Men   Women		Total   Number	H ceM	Wamen I	Total     Number	Hen I We	Moner
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Middle or other	- 0	- 0	0		0		 0	 o	0			0
Frofessionals	0	0	0	10	0		0	0	0	0		0
Semi-professionals and technicians	0	0	0		0				0		0	0
Supervisors	0	0	0	0	0	0	0	- 0	- 0	0	0	0
Foresen/women	0	0	0	- 0	0		- 0		0	0	- 0	0
Clerical workers	- 0		- 0	- 0	0	0	0	0	0	0		0
Sales workers	10		10		0	10						0
Service workers	1 0			0	- 0	- 0	1 0	- 0	0		- 0	lo I
Skilled crafts and trades workers	0		10						0		0	0
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ELIYO PERMITTING AT EACH TORGET

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1 OCCUPATIONAL	. J	All Employees	\$	Aberig	Oberiginal Feoples	l sales		Persons with Orsabilities	111	1 0181	Members of Visitle Monorities	1 1 1 1 1
GROUP'S	Total	Men I t	Momen	Total   Number	Men	Mcmen +	Total   Womber	ne)	1 Nomen	Total   Humber	Men	1 Women
(messensessessessesses) Upper-level managers	Col. 1	Col. 2   Col.	0 0	Col. 4   Col.	၈ o	Cel. 6	6   Col. 7	7   Cel. 8	E   Col. 9	- Co.1.	0.0	0 1 6 6
Middle or other	0	0	0	0		1.0	0	0	0	0	0	0
Frofessionals	0	0	0		0	0	1 0	0	0	0	0	0
Semi-professionals and technicians	10				- 0	0	0	.0	0 -		0	0
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Skilled crafts and trades worlers		- 0			:0	1.0	100	0	0	50	0	0
Semi-skilled and dental workers	0	0				0	0	0	0	0		
Workers assessing the control of the	 c						10	0	0	-		16 11
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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



H. M. TRIMBLE & SONS (1983) LTD.

Minister of Supply and Services Canada 1990
Ministre des Approvisionnements et Services Canada 1990

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# EMPLOYMENT EJUITY: EMPLJYER 105411F1CAT10N, REDORT SUMMARY AND CERTIFICATION OF ACCURACY.

I NAME OF EMPLCYER:	FULL LEGAL NAME	COMMON OR BUSINESS NAME
	H.M. TRIMBLE & SONS (1983) LTD.	H.M. TRIMB_E & SONS (1983) LTD.
ADDRESS	ADDARESS OF PRINCIPAL PLACE OF BUSINESS   600, 800 - 5th AVENUE S.W. CALGARY, ALBERTA T2P 2P9	HAILING ADSRESS P.O. BOX 3500 CALGARY, ALBERTA T2P 2P9
OFFICERS	NAME OF EXECUTIVE OFFICER OF EMPLOYER ANDREW ZALESKI	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY KIM MILLER
POSITION	POSITION TITLE PRESIDENT	POSITION TITLE PAREA CODE TELEPHONE NUMBER DIRECTOR, HUMAN RESOURCES 1 403 1298-5269
	INDUSTRIAL SECTOR 1 NO. OF EMPLOYEES	DESIGNATED CMA S   PROVINCES/TERRITORIES
	TRUCK TRANSPORT INDUSTRIES	
SECTOR(S)	INDUSTRIAL SECTOR 2 NO. OF EMPLOYEES	2 0 7
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		VANCOUVER 56 N.W.T. 0
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	KIM MILLER HERESAY CERTIFY ON BEHALF	ALE OF H. M. TKIMBLE & SONS (1983) LTD.
CERTIFICATION	HE INFORMATION CONTAINED IN FORMS I TO 6 OF KHIS	REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE
ACCURACY	DATE JULY 12, 1950 SIGNATURE	
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II NAME OF EMPLOYER:	FULL LEGAL NAME		COMMON OR BUSINESS NAME
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C DFICERS	YAME OF EXECUTIVE OFFICER OF EMPLOYER WALTER WILLMS		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY KIM MILLER
NCITISCS IN	PRESIDENT		DIRECTOR, HUMAN RESOURCES 403 298-5269
	INDUSTRIAL SECTOR 1 TRUCK TRANSPORT INDUSTRIES	NO. OF EMPLOYEES	DESIGNATED CMA S   PROVINCES/TERRITORIES
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## H. M. Trimble & Sons (1983) Ltd.

H. M. Trimble & Sons (1983) Ltd. #600, 800 - 5th Avenue S.W. Calgary, Alberta T2P 2P9

## 1989 EMPLOYMENT EQUITY REPORTS MANAGEMENT COMMENTARY

## 1. Employee Communication and Data Collection

All new employees are being given a package containing an explanatory letter from the Company President, an Employment Equity Questionnaire, and an addressed, stamped return envelope; and requested to send the completed questionnaire directly to the Human Resources Department. Non-respondents through the year were given a second chance to complete a questionnaire through a direct mailing. Overall returns, however, continue to be quite good. In areas where the returns are lower in number, managers are contacted directly to assist understanding and support.

### 2. Data Analysis

We will analyze our Employment Equity Reports for 1989 and compare with those of 1987 and 1988. As previously noted, such analysis has limited value given that the general SOC 9175 (Driver) is not representative of the group of drivers which we require for our high gross, hazardous highway hauling. The addressing of this issue continues to be important.

## 3. Employment Equity Plan

A new Human Resources Manager has joined the company, whose responsibility includes employment equity. Contacts have been made with the Native Employment Services Association and with a consulting group experienced in employment equity, to explore ideas.

A Human Resource Information System has been implemented and linked to our Employment Equity Reporting System. As a result, we expect not only to be able

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## 1989 EMPLOYMENT EQUITY REPORTS MANAGEMENT COMMENTARY

to produce required reports in a more efficient manner, but to have "on-line" access to support material.

The driver shortage in Canada continues to be a major business problem which has an impact on employment equity activity. We continue to look for ways to recruit and train drivers more effectively. We are participating in an initiative with Employment & Immigration Canada - an Industrial Adjustment Service Committee which will develop solutions to the shortage. Our Director of Human Resources is chairing a Training subcommittee to the IAS Committee.

Prepared by:

Kim Miller

Director, Human Resources

Reviewed and Approved by:

Malle Millens

Walter Willms President

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FGAM 2 PART & PAGE 1

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

NAME OF BUSINESS: H.M.	H. TRIMBLE & SONS	(1983) LTD.	.10.	=	IDUSTRI	AL SECT	OR: TRU	CK TRAN	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	NDUSTRI		REPORTING PERIOD:	PERIO	1989
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NAME OF BUSINESS: H.M.	H.M. TRIMBLE & SONS (1983) LTD.	SONS (1	993) LTD.	- I INDUSTR	ENDUSTR	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	: TRUCK TE	RANSPORT	INDUSTRIE	TOUR DEED	RIES DEBOOTING DEBION: 1080	
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# SALARY SUMMARY: PERMANENT DART-TIME EMPLOYEES

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\$7.500 - \$3.999	n	2	-	0	c	0	٥	0	0	0	0	0
\$10,000 - \$12,499	2	-	-	0	0	0	٥	0	0	0	0	0
\$12,500 - \$14,999	c	0	0	0	0	0	0	0	0	0	0	0
\$15.000 - \$17.499	2	2	0	0	c	0	0	0	0	0	0	0
\$17.500 - \$19.999	-	0	-	0	0	0	٥	0	0	0	0	0
\$20.000 - \$24.999	2	0	0	0	c	0	0	0	0	0	0	0
\$25.000 - \$29.999	c	0	0	o	7	0	0	0	0	0	0	0
\$30.000 - \$39.999	1		0	0	c	0	0	0	0	0	0	0
666.668 - 000.668	C	0	0	0	0	0	0	0	0	0	0	0
\$50.000 AND OVER	7	0	0	0	0	0	9	0	0	0	0	0
TOTAL EMPLOYEES	62	15	'n	-	-	o	-	. 0	-			

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1993) LTD.	1 LTO.	1	NDUSTR	I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	OR: TRU	CK TRA	NSPORT	INDUST	RIES	9		
LOCATION NATIONAL (CANADA) X	PROV	PROVINCEZTERRITORY	RITJRY						REPORTI	REPORTING PERTOD: 1989	0861 :0	
	ALL	EMPLOYEES	ES	ABORIGI	ABORIGINAL PEOPLES	PLES	DIS	PERSONS WITH DISABILITIES	FH	VISIBL	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL	N N	- NUMBER	TOTAL	MEN	WOMEN	TOTAL	MEN	MEN WOMEN	TOTAL	MEN WOMEN	OMEN
	COL.1	C0L.2	COL.3	COL.4	COL.5-	CDL. 6	_COL.7	COL.8	COL.8 COL.9	COL. 10 COL. 11		COL.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	o	0	0	0	0	0	0	0	0	0
PRUFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	٥	0	0	0	0
FOREMENTHOMEN	10	10	0	-	1	0	-	-	0	0	0	0
CLERICAL WORKERS	9	2	3	. 0	0	0	O	0	0	0	0	0
SALES #ORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	91	15	o	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS	0	0	0	0	٥	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	9.6	84	c	0	0	0	2	2	0	0	0	0
OTHER MANUAL WORKERS	12	12	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES 412ED	127	123	3	-	1	0	£	£	0	0	0	0

NA4C OF BUSINESS: H.M. PRIABLE C SUNS (1983) LID. [COCATION	L10.	PROVINCE/TERRITORY	RY -		ERRITORY -	I RE	PORTIN	G PERIO	REPORTING PERTOD: 1989	
	ALL	EMPLOYEES	A90R1G	ABORIGINAL PEOPLES	Tper	PERSONS WITH DISABILITIES	H S	VISIBL	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL_	YEN WOMEN	- TOTAL	MEN WOMEN	TOTAL	MEN	MOHEN	TOTAL	MEN	WOMEN
	COL . 1	_COL.2_COL.3	3	_COL .5 _ COL. 6	-501.7	COL.8 COL.9		COL . 10	COL.10 COL.11 COL.12	:0L.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	o	0 0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0 0	. 0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0 0	0	0 0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0 0	0	0	0	0	0	0
FOZEMEN/WOMEN	0	0	0	0 0	٥	0	0	0	0	0
CLERICAL WORKERS	-	1 0	o	0 0	0	0	0	0	0	0
SALES #ORKERS	0	0	0	0 0	0	0	0	0	0	0
SERVICE WORKERS	ſ	0	0	0 0	0	0	.0	0	0	0
SKILLED CRAFTS AND TRADE WURKERS	0	0 0	0	0 0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKEYS		1 0	0	0 0	0	0	0	0	0	0
OTHER MANUAL WORKERS	7	د ۲	0	С 0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES MIRED	12	12 0	0	0 0	0	0	0	0	0	0

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.	1 LTD.	-	NDUSTR	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	OR: TRU	CK TRA	NS PORT I	NOUSTR	IES			8 9 9
LOCATION NATIONAL (CANADA) X	PROV	PROVINCEZTERRITORY	RITJRY					1 8	EPORT IN	REPORTING PERIOD: 1989	1989	
	ALL	EMPLOYEES	ES	ABORIGI	ABORIGINAL PEOPLES	PLES	DISA	PERSONS WITH DISABILITIES	FR	VISIBLE	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL	MEN	40MEN	TOTAL	Z	KOMEN	TOTAL	KEN	WOMEN	TOTAL	Z J	WOMEN
	COL.1	COL.2	COL.3		COL . 5	2002	_C01.7	COL.8 COL.9	COL.9	COL. 10 COL. 11 COL. 12	0111-0	OL . 1 2
UPPER LEVEL HAVAGERS	0	0	c	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	-	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	c	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	**	0		0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE #ORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	c	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	ن	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	4	'n	~	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	4	3	-	0	0	0	0	0	0	0	0	0

NAME OF BUSINESS: M.M. TRIMALE & SONS (1983) LTD	LTD.	PRODINCE/TERRITORY =-	4 I.	SECTOR: TRUCK TRANSPORT INDUSTRIES	ANS PORT	INDUSTRE	ES PORTIN	REPORTING PERIOD: 1989	1989	
	ALL 6	CMPLOYEES	ABORIGIA	ABORIGINAL PEOPLES	I DE	PERSONS WITH DISABILITIES	H	VISIBLE	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL	NEW TOWN	-TOTAL	MEN WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	MOMEN
	COL.1	COL.2 COL.3	0 4:702	201.5 - 201.6	2-702	_60L.8	COL.9-	COL. 10 COL. 11		COL.12
UPPER LEVEL MANAGERS	0	CO	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0 0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0 0	0	0	0	0	0	0
SUPERVISORS	0	0 0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	c	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0
SALES JORKERS	0	0 0	0	0 0	0	0	0	0	0	0
SEAVICE WORKERS	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS	0	0	0	0 0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	С 0	0	0 0	0	0	0	0	o	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0 0	0	0	0	0	0	0
FOTAL NUMBER OF PROMOTIONS	o	0 0	0	0 0	0	0	0	0	0	0

NAME OF BUSINESS: H.M. TRIMBLE & SJNS (1943) LTD.	) LTD.	-	NDUSTR	I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	OR: TRU	CK TRA	NSPORT	INDUSTR	IES			
LOCATION NATIONAL (CANADA) X	V0 P4	PROVINCEZTERRITORY	RITORY	1				-	EPORTIN	46 PERIO	REPORTING PERIOD: 1989	
	ALL	EMPLOYEES	Es	ABORIGI	ABORIGINAL PEOPLES	PLES	DIS	PERSONS VITH DISABILITIES	TH-	VISIBL	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL	Z N N	MOMEN	TOTAL	MEN	KOMEN	TOTAL	KEN	WOMEN	TOTAL	KEN	WOMEN
	1:702	C0L.2	C0L.3	\$: 702_	201.5	-CDL:6	_C0[.7	COL.8	_6.102_8.102	COL : 10	COL. 10 COL. 11 COL. 12	201-102
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
HIDDLE AND OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	o	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	٥	٥	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	4	4	0	0	, 0	0	0	0	0	0	0	0
SALES #ORKERS	c	0	c	0	0	0	0	0	0	0	0	0
SERVICE #ORKERS	12	12	C	0	0	0	0	၁	0	-	-	0
SKILLED CRAFTS AND TRADE WORKERS	c	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	76	75	-	0	0	0	0	0	0	2	2	0
OTHER MANUAL WORKERS	1.2	11	-	o	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES FERMINATED	113	1111	~	o	0	0	0	0	0	n	E	0

TRIME OF BUSINESS H.M. TRIMBLE 6 SONS (1983) LTD.	LT0.	I END	JSTRI	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	: TRUCK	TRAN	PORT IN	DUSTRI	ES			
10	PROV I	PROVINCE TTERRITJRY	TJRY-					1 RE	PORTIN	REPORTING PERIOD: 1989	1989	
	ALL	EMPLOYEES		ABORIGINAL PEOPLES	L PEOPLE	- 8	DISA	PERSONS VITH DISABILITIES	H	VISIBLE	VISIBLE MINORITIES	ries
3011000		HEN JONEN	1	TOTAL ME	HENWOHEN		TOTAL	MEN	WOMEN	TOTAL	MEN	NOMEN
מעשל פאס פאל		201.2			201.5 - 201.6		_C01.7	COL.8 COL.9	7	COL. 10 COL. 11 COL. 12	OL . 11 C	06.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROF ESS TOWALS	C	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	*	2	1 ~	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	•	n	c	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	•	*	· ·	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	F	E	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	14	12	~	0	0	0	0	0	0	0	0	0
			-		1 1 1 1 1 1 1	1						

NAME OF BUSINESS: H.M.	TRIMBLE 6	SJNS (1983) LTD.	TD.	NCENTER	· I INDUSTRIAL	AL SECT	SECTOR: TRUCK TR BRITISH COLUMBIA	CK TRAN	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	VDUSTRI STGNAT	E	REPORTING PERIOD: 1989	PERIOD	6961
	TOP AND BOTTOM		ALL	EMPLOYEES	EES	ABORIG	ABORIGINAL PEOPLES	JPLES	PERSON	PERSONS WITH		VISIBL	MEMBERS OF	FTTES
OCCUPATIONAL GROUPS OF	OF SALARY RANGE	QUARTER	TOTAL	JEN WONE	NOMEN	TOTAL	YEN C	40MEN	TOTAL	MEN	WOMEN	TOTAL	HEN	VOMEN
UPPER LEVEL MANAGERS		\$7N-	0000	0000	9999	2000	0000	9000	0000		0000	0000		0000
MIDDLE AND OTHER MANAGERS	666666 - 00059	<b>₽</b> ₽₽₩	2-12-1	N-0-	0000	0000	0000	0000	0000	0000	0000	0000	0000	2000
PROFESSIONALS		∉ଳଷ≖	0000	0000	2222	0000	0000	0000	0000	0000	0000	0000	0000	0000
SEMI-PROFESSIONALS AND TECHNICIANS		ታm N≃	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
SUPERVISORS		কলথ⊶	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
FUREMEN/WOMEN	66645 - 60005	4mN=	43FM	<i>ঽ</i> ٣७៧	0	-000	-000	0000	0000	0000	0000	-000	<b>~000</b>	0000

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

OCCUPATIONAL GROUPS OF	AND BOTTOM	Lannana					פאווו ואו כסכט אפון	3					
0000			<	OYEES		1	OPLES		PERSONS WITH DISABILITIES		VISIBL	MEMBERS OF	BERS OF MINORITIES
	SALA TY PANSE	DUARTER	TOTAL	ZEN KOZEN	Z TOTAL	MEN WOMEN	MOMEN	1	ME	WOMEN	OT	MEN	WOMEN
	CJL-1		COL . 2	COL.3 COL.	\$ COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12 COL.13	COL.13
	25000 - 27499	\$mN=	CI-P-	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
SALES #ORKERS		#M N=	0000	0000	2000	0000	0000	0000	0000	0000	0000	0000	0000
SERVICE WORKERS	25000 - 27499	\$MN=	- WOON	-wow	0000	0000	0000	0000	0000	0000	0000	0000	0000
SKILLED CRAFTS AND		\$FF 27	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
SEMI-SKILLED MANUAL	55000 - 59999	4MN-	21 339 20 20	221 238 20 9	9000	1000	0000	000-	000-	0000	00=0	00=0	0000
OTHER MANUAL WORKERS	15000 - 17499	\$E 61		= = = = = = = = = = = = = = = = = = =	0000	0000	0000	0000	0000	0000	0000	0000	0000
TOTAL NUMBER OF EMPLOYEES			133	123 1	10 1 6	3	0		-	0	~	2	0

OCCUPATIONAL GROUPS: DERMANENT PART-TIME EMPLOYEES

FORM 2 PART 8 PAGE 1

NAME OF BUSINESS: H.M. TRIMBLE	M. TRIMBLE & SONS	(1983) LTD.	70.		IDUSTRI	AL SECT	DR: TRU	CK TRAN	SPORT	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES		REPORTING PERIOD:	PERIOD	1989
LOCATION NA	NATTUNAL (CANABA)		1 1000	PROVINCE/TERRITORY =	RETTORY		BRITISH COLUMBIA	UMBIA		DEST GNATED CHA	D CHA		. !	1
	TOP AND BOTTOM		ALL	EMPLOYEES	E S	ABORIG	ABORIGINAL PEOPLES	OPLES	1 :	PERSONS WITH DISABILITIES		VISIBLE	MEMBERS OF VISIBLE MINORITIES	FILES
UCCUPATIONAL GROUPS	OF SALARY RANGE		TOTAL	ZEZ	404EV	TOTAL	X J	VOMEN	TOTAL	TAL MEN	MOMEN	TOTAL	MEN	WOMEN
	C3L.1		COL.2	COL.3	COL.4	COL.5	COL . 6	COL. 7	COL.8	COL.9 (	OL . 10	COL.10   COL.11 COL.12		COL . 13
UPPER LEVEL MANAGERS		≠m≈	0000	9000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
MIDDLE AND GTHER MANAGERS		4MN=	0000	0000	0000	3000	0000	0000	0000	2000	0000	0000	0000	0000
PROFESSIONALS		<b>ક</b> ળતાન	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
SEMI-PROFESSIONALS AND TECHNICIANS		4FQH	0000	0000	0000	3000	0000	0000	3000	0000	0000	0000	0000	0000
SUPERVISORS		4MN≃	0000	0000	0200	0000	0000	0000	0000	0000	0000	0000	0000	0000
FOREMEN/WOMEN		4m2=	0000	0000	0000	0000	0000	2000	0000	0000	0000	0000	0000	0000
								8 8 8 8 8						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

NAME OF BUSINESS: H.M. TRIMBLE	4. TRIMBLE & SONS	(1983) LTD.	10.	SUGVI	INDUSTRIAL	SECTOR:	TRUCK T	SECTOR: TRUCK TRANSPORT INDUSTRIES	INDUSTR		REPORTING PERIOD:	PERIOD:	1989
10N	NATIONAL (CANADA)		V0₹4	PROVINCEZTERRITORY	08 V ==	BRITISH	BAIT ISH COLUMBIA	A	DEST GNATED CHA	FED CMA			
	304		ALL	EMPLOYEES		ORIGINA	ABORIGINAL PEOPLES		PERSONS WITH DISABILITIES	Tin	VISIBL	WENBERS OF	TIES
OCCUPALIONAL GROUPS	OF SALARY MANGE	OUARTER TOTAL	TOTAL			TOTAL YEN	Z KOHEZ	TOTAL	Z C	38 0	TOTAL	N	WOMEN COL.13
	C3L•1		COL.2	COL.3 COL.4	!	COL.5 COL	ריס כחרי	1_	-	- 1			
CLERICAL WORKERS	10000 - 12499	*E01	N00=	0000	N00-	0000	0000	0000	0000	000-	0000	0000	0000
SALES #ORKERS		4m N=	0000	0000	2002	0000	0000	0000	0000	0000	0000	0000	0000
SERVICE WORKERS	10000 - 12499	4mN-	-00-	-00=	0000	0000	0000	0000	0000		0000	0000	0000
SKILLED CRAFTS AND TRADE WORKERS		4mn=	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
SEMI-SKILLED MANUAL WORKERS	35033 - 39993	JENN≃	-00N	#00N	2000	0000	0000	0000	0000	0000	0000	0000	0000
UTHER MANUAL WORKERS	17500 - 19933	3mn=	NOGE	-04F	-000	00-0	00=0	0000	0000	0000	0000	0000	0000
TOTAL NUMBER OF EMPLOYEES	JYEE 3		17	13	3		-	0	0	-	0	0	0
		1 1 1 1 1 1 1 1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1						

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1983) LTD.	TRIMBLE C	SONS (1)	983) LTD.	-	INDUSTRI	AL SECTOR:	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	INSPORT	INDUSTRIES			
	NATIONAL (CANADA)	34)	) d	PROVINCE/TERRITORY	- 3	- 3RITISH	SRITISH COLUMBIA		I REPO	REPORTING PERIOD: 1989	00: 1989	
	ALL	EMPLOYEES	ES	ABORI	ABORIGINAL PEOPLES	OPLES	PERSONS WITH DISABILITIES	TH DISA	BILITIES	NISIBLE	MEMBERS OF VISIBLE MINORITIES	ES
	TOTAL	IZ III	NONEN	TOTAL	MEN	NOMEN	TOTAL	ZEE	MOMEN	TOTAL	MEN	MOMEN
	236.1			\$ - 762		9:702	C0L.7	COL.8_		COL. 10	_000.11	200.1
	o	0	0	0	0	0	0	0	0	0	0	0
	1	Э	-	0	0	0	0	0	0	0	0	0
	ŝ	၃	0	0	0	0	o	0	0	0	0	0
	10	2	£	0	0	0	٥	0	0	0	0	0
	7	9	-	0	C	0	4	-	0	0	0	0
	7	S	2	0	0	0	0	0	0	0	0	0
	v3	4	pal .	0	0	0	0	0	0	0	0	0
-	3	*	0	0	0	o	0	0	0	0	0	0
	15	15	1	0	0	0	0	0	0	1	-	•
	23	22	=	1	-	0	0	0	0	0	0	0
	4.1	4.1	0		-	c	0	0	0	-	-	0
	19	61	0	2	C)	0	o	0	0	0	0	0
	3	0	0	0	c	0	3	o	0	0	0	0
	133	123	10	4	4	0	1		0	5	2	0
ı												-

# SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

USINESS:	TRIMALE 6 SONS (1983) LTD.	SONS (1	983) LTD.	INDUSTRIAL SECTOR:	NDUSTAL	AL SECTOR:	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	NSPORT	INDUSTRIES	RIES REPORTING PERIOD: 1989	9961 :00	
LOCATION	NATIONAL (CANADA)	A )		ON INCENTER					1	MEM	MEMBERS OF	
	_	EMPLOYEES	ES	ABORIG	ABORIGINAL PEOPLES	OPLES	PERSONS WITH DISABILITIES	TH DISA	BILITIES	VISIBLE	MEN	VOMEN
SALARY RANGES	- T3TAL	MEN COL.2	GOL 3	TOTAL	MEN COL.5		<u> </u>	COL . B	C OL. 9	COL . 10	COL . 11	COL. 12
UNDER \$2.500	7	9	1	0	C	0		0	1	0	0	0
\$2.503 - \$4.999	1	1	0	0	0	0	0	0	0	0	0	0
\$5.000 - \$7.493	-	-	0	1	1	0	0	0	0	0	0	
666.68 - 005.78	3	2	-	0	0	0	0	0	0	0	0	0
\$13,000 - \$12,499	~	1	1	0	0	0	0	0	0	0	0	0
\$12.500 - \$14.999	2	2	0	0	0	0	0	0	0	0	0	0
\$15.000 - \$17.499	1	-	0	0	0	0	٥	0	0	0	0	0
612.600 - 619.009	1	0	1	0	2	0	0	0	0	0	0	0
\$20.000 - \$24.999	2	0	0	0	o	0	0	0	0	0	0	0
\$25.000 - \$29.999	3	3	0	0	c	С	0	0	0	0	0	0
666.688 - 000.088	-	-	0	0	2	0	0	0	0	0	0	0
666 6 73 - 000 6743	0	0	0	0	0	0	0	0	0	0	0	0
SEG. DOG AND OVER		0	0	0	0	0	0	0	0	0	0	0
TOTAL EMPLOYEES	17	13	7	1	-	0	-	٥	1	0	0	0

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1933) LTD.	J LTD.	ONI	USTRI	I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	DR: TRU	CK TRAI	SPORT	INDUSTR	IES			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
LOCATION NATIONAL (CANADA)	V059	PROVINCE/TERRITORY	TORY	10	BRITISH COLUMBIA	4BIA		1-R	EPORTIN	REPORTING PERIOD: 1989	0961 .: 0	
	ALL	EMPLOYEES		ABORIGINAL		PEOPLES	PER	PERSONS WITH DISABILITIES	FH	VISIBL	VISIBLE MINORITIES	ITIES
OCCUPATIONAL GROUPS	TOTAL	KEN KOKEN	1	TOTAL"	MEN	MOMEN	TOTAL	MEN	NOMEN	TOTAL	MEN	NOMEN
	COL . 1	COL.2 CO	COL.3 -	2\$*102_	COL.5-	COL. 6	COL.7	_60L.8_	60700	COL. 10 COL. 11 COL. 12	COL.11-	COL.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	0	0	0	0	5	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	٥	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	٥	0	0	0	0	0
FOREMEN/WOMEN	4	4	0		-	0	0	0	0	0	0	0
CLERICAL WORKERS	£	0	-	0	0	0	0	0	0	0	0	0
SALES JORKERS	0	0	0	0	0	0	o	0	0	0	0	0
SERVICE WORKERS	1.1	11	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE #39KERS	0	0	n	٥	0	0	3	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	26	56	0	0	0	0	-	-	0	0	0	0
OTHER MANUAL WORKERS	\$	ın	0	0	0	0	ت	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	49	46	10		-	0		-	0	0	0	0

## PERMANENT PART-TIME EMPLOYEES HIRED

MANUEL OF BUILDING CO. H.M. TRIMBLE & SONS (1988)	(1983) LTD.	I I NDUS	TRIAL SE	I NDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	KTRAN	SPORT IN	DUSTR	IES			1
DNAL (CANADA)	PROVIN	PROVINCE/TERRITORY -	RY - BRI	BRITISH COLUMBIA	BIA		I R	PORTIN	REPORTING PERIOD: 1989	6861 :0	
	ALL E	EMPLOYEES	ABORI	ABORIGINAL PEOPLES	LES	DISA	PERSONS WITH DISABILITIES	H	VISIBLE	VISIBLE MINORITIES	TIES
SQUORE	TOTAL M	MEN WOMEN	- TOTAL	WEN WO	WOMEN	TOTAL	MEN	MOMEN	TOTAL MEN	!	KOMEN
		201.2 201.3	3 -201.4	2_5-702_	9.702	C 0 C . 7	50L.8	COL. 8 COL.9	201.10 - 201.11 - 201.12	201.11	06.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0
HIDDLE AND OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	C	0	0	0	0	0	0	0	0	0	0
FOREMEN/MOMEN	0	0	0	0	٥	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	C 0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	-	1 0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE 40 RKERS	6	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	c	0	0	0	0	0	0	0	0	0	0
OTHER YANDAL WORKERS	7	7	0 0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES 412ED	60	8	0	0	0	0	0	0	0	0	0

BUSINESS:	LTD.	71	DUSTRI	AL SECT	OR: TRUC	KIRA	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	NDUSTR	IES	RIES	10	
LOCATION NATIONAL (CANADA)	VD5Q	PAGVINCE/TERRITORY - BRITISH COLUMBIA	ITORY	- BRITI	SH COLU	BIA	10	- I	E PURI IN	O PERIOD	20 1 10 E	
	ALL	EMPLOYEES	s	ABORIGI	ABORIGINAL PEOPLES	LES !	DISA	DESSONS WITH	ES	VISIBLE	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	-TOTAL	MEN WOMEN	_	TOTAL	MEN W	VOMEN	TOTAL	MEN	WOMEN_	TOTAL	MEN	MOHEN
	COL . 1	COL.2 C	COL.3	4.105	COL .5	COL. 6	C01.7	COL. 8	COL.8 COL.9	COL. 10 COL. 11 COL. 12	2 111 2	0L . 12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
HIDDLE AND OTHER MANAGERS	0	0	0	0	0	٥	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PAGFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/MOVEN	1	et	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS		0	-	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS	0	0	င	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PAJNOTED	2	-	-	o	0	b	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	5	-	-	0	0	o	0	0	0	0	0	0

REFES  REPORTING PERIOD: 1989  THE VISIBLE MINORITIES  WOHEN  O O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O  O O O O O O  O O O O O O  O O O O O O  O O O O O O  O O O O O O  O O O O O O  O O O O O O  O O O O O O O  O O O O O O O  O O O O O O O O		NOUSTRESS NOUSTRESS NOUSTRESS 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	SECTOR: TRUCK I TRUCK	NOUSTRIAL SECTOR: TRUCK TRANSPERT INDUSTRIES   NOUSTRIES   NOUST	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	DOCCUPATIONAL GROUPS  CCUPATIONAL GROUPS  OCCUPATIONAL GROUPS  SEMI-PROFESSIONALS  SEMI-SMILLED  TOTAL MURBER OF EMPLOYEES PRUNDIED
0 0 0		0	0	0	0	0	0	0	0	C	TOTAL NUMBER OF PROMOTIONS
0		1 #	0	0	0	0	0	0	0	0	TOTAL NUMBER OF EMPLOYEES PROMOTEO
0		1	0	0	0	0	0	0	0	0	OTHER MANUAL WORKERS
0		1	0	٥	0	0	0	c	0	0	SEMI-SKILLED MANUAL WORKERS
0		0	0	0	0	0	0	С	0	0	
0		0	0	0	C	0	0	c	0	0	SEAVICE WORKERS
0		0	0	0	0	0	0	0	0	0	SALES #ORKERS
0		0	0	٥	0	0	0	0	0	0	CLERICAL WORKERS
0		0	0	0	0	0	0	2	0	c	FOREMEN/WOMEN
0		0	0	0	0	0	0	0	0	0	SUPERVISORS
0		0	0	0	0	0	0	0	0	0	i
0		0	0	0	0	0	0	0	0	c	PROFESSIONALS
0		0	0	0	0	0	0	0	0	0	MIDDLE AND OTHER MANAGERS
0		0	0	0	0	0	0	O	0	0	UPPER LEVEL NANAGERS
		1 COL . S	COL.8	-C0L.7	COL. 6	COL.5	\$ - 702	COL.3	<u>COL.2</u>	1	
MEN		MOMEN	Z	TOTAL	WOMEN		TOTAL	TOWER !	1		OCCUPATIONAL GROUPS
MEMBERS OF	N 1 S	ITH	SONS	DIS	OPLES		ABORIG	EES	EMPLOY	VCL	
R100: 1989	ING PE	REPORT	-		UMBIA	184-COL	BRIT	RRITORY	NCEZTE	1 VOP 4	NATIONAL CANAC
		RIES	INDUST	INSPCRT	UCK TR	T 0R: TR	I AL SEC	INDUSTR	-	) LTO.	TRIMBLE &

NAME OF BUSINESS: H.M. TRIMBLE & SONS (1993) LTD.	) LTD.	-	NDUSTR	I AL SEC	I INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	CK TRA	NSPORT	INDUST	RIES	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
LOCATION NATIONAL (CANADA)	PROV	PROVINCE/TERRITORY	RITORY	- BRIT	- BRITISH COLUMBIA	MBIA		-	REPORTIN	REPORTING PER 100: 1989	0: 1989	
	ALL	EMPLOYEES	ES	ABORIG	ABORIGINAL PEOPLES	PLES	DIS	PERSONS WITH DISABILITIES	TH	VISIBL	VISIBLE MINORITIES	ITTES
OCCUPATIONAL GROUPS	TOTAL	MEN	WOMEN-	TOTAL	MEN	WOMEN	TOTAL	MEN	MOMEN	TOTAL	MEN	KOMEN
	1.702	COL.2	COL.3	COL.4	COL .5	COL. 6	C01.7	COL.8	6.702	COL . 10 COL . 11	COL. 11	_C0L.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	0	o	0	0	0	0	0	0	0	o
PRUFESSIONALS	c	0	2	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	ю	ĸ	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	၁	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	_	7	0	0	0	0	0	0	0	-	-	0
SKILLED CRAFTS AND TRADE #ORKERS	c	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	28	27	-	0	0	0	0	0	0	-	-	0
OTHER MANUAL WORKERS	9	3		0	0.	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TEAMINATED	9 4	*	2	0	0	0	0	0	0	2	2	0

NAME OF BUSINESS: H.M. TRIMBLE & SUNS (1983) LTD.	) LTD.	-	NDUSTR	I AL SECT	TOR: TR	UCK TRA	INDUSTRIAL SECTOR: TRUCK TRANSPORT INDUSTRIES	USTRI	ES			
LOCATION NATIONAL (CANADA)	V0F9	PAGV INCEZTERRITORY	RITORY	- BAITISH COLUMBIA	SH_CDL	UMB I A		I RE	PORTING	PERTO	REPORTING PERIOD: 1989	
	ALL	EMPLOYEES	ES	ABORIGI	ABORIGINAL PEOPLES	OPLES	DI SABILITIES	SWI	H.	VISIBL	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	-TOTAL	KEN	MOMEN	TOTAL	Z E	MOMEN	TOTAL ME	MEN	WOMEN	TOTAL	MEN	KOMEN
	1.102	COL.2	C0L.3	\$ · 702	COL . 5	COL. 6	COL.7 CC	6.7	COL.8 COL.9	COL . 10 COL . 11	COL . 11 C	COL.12
UPPER LEVEL MANAGERS	0	0	o	0	0	0	0	0	0	0	0	0
MIDDLE AND OTHER MANAGERS	0	0	c	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	٥	0	0	0	0	0	0	0	0
CLEGICAL WORKERS	~	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	o	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	-	-	0	0	٥.	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS	0	o	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		1	C	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	n	Ю	c	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED		တ	2	0	0	0	0	0	0	0	0	0





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### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

### LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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BANQUE CANADIENNE
DE L'OUEST

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### (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form

4, 2, 3, -, 8, 8 B B TELEPHONE NUMBER NUMBERO DE TÉLEPHONE CORPORATE SCEAU DE! SOCIETE SFAL 42 88 130 1200, 10040-104 St., Edmonton, Alberta 75J 3X6 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'ÉMPLOI NWT-FM-O ANEA COOE ONT.-OWF MAN. MAN P.E.L. P. E SASK -SASK ALTA -ALE MFLD - T.-W 0 3 900 N.S.M.E N.B.-A.-& TKN - YOK. 8.C.C.4 3 TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS ALICANADA DESIGNATED C M AS R M R DESIGNÉES g 39 82 MANAGER, HUMAN RESOURCES CANADIAN WESTERN BANK VANCOUVER EDMONTON COMMON ON BUSINESS NAME - NOM USUEL OU RAISON SOCIALE MONTREAL FOROMTO WINNIPEG CANADIAN WESTERN BANK HALIFAX CALGARY REGIMA GEOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL MAILING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF INDIQUER LE NOMBRE POSTION TITLE - TITME OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) UVE KNAAK SECTEURS EACH AREA) AREAS THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWNEBGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) que les rensérimements founnis dans les formulaires i a 6 du présent rapport sont, autant que le Saché. Vrais et exacts a tous égards HEREBY CERTIFY ON BEHALF OF (Name of employed) Θ 0 6 0 T5J 3X6 NO. OF EMPLOYEES NOMBRE DE SALARRÉS NO OF EMPLOYEES NOMBRE DE SALARES SIGNATURE - SIGNATURE NO OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIES NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALARIES
TEMPORABIES m St., Edmonton, Alberta NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOW DU PREMIER DRINGEANT DE L'ENTREPRISE EXECUTIVE OFFICER ⊚ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE NUMBER OF PERMANENT PART-TIME EMPLOYEES MOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL 14 CANADIAH WESTERN BANK POLLOCK PRESIDENT & CHIEF LARRY M. POLLOCK 1200, 10040-104 13 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ? CHARTERED BANK FULL LEGAL NAME - NOM LÉGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTION 3 - BRANCHE D'ACTIVITÉ 3 DATE DATE POSITION TITLE - TITNE OU FONCTION NUMBER OF PERMANENT FULL-TAME EMPLOYEES NOMBNE DE SALABLES PERMANENTS A TEBATS PLEIN LARRY M. 110 M. (MOM) I, (Name) 0 0 6 6 (2) 3 **(2)** 3 3 MOM DE 1 EMPROYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION D'EXACTITUDE BRANCHE(S) CATEGORIES CATEGORIES AGENTS POSITION FONCTION INDUSTRIAL D'ACTIVITÉ SECTOR(S) ACCURACY OFFICERS STATUS SALARIÉS ADDRESS ADRESSE ЭĠ ŏ -048--4 MR-AZZON 93 24440KH WD2544> **≈** u e O « ⊢

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTAL VOIR INSTRUCTIONS POUR REMIY IN TOUS LES FORMULAIRES

LMF 3847(9-86)

Canadä

Emploret Innregration Canada Employment and Immigration Canada ż

SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTPHCATION, REPORT SUMMARIY AND CERTEKATION OF ACCURACY EQUITE EN MATIÉRE D'EMPLO: IDENTHICATION DE L'EMPLOYEUR, SOMMANE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

ANEA CODE TELÉPHONE HUNNES. (Janadä CORPORATE SCEAU DE LA SOCHTE PROVINCE STERRETONES PROVINCE STERRETONES SEAL 42 8.5 127 NAME OF OFFICER RESPONDANCE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSANCE DE L'ÉQUITÉ EN MATRÈRE D'EMPLOY T5J 3X6 ONITIME ALTA ALB ONI ONI NS AL E -24111 SAS: SAS M J. GTM IKM - FLAK Que Q BAAN -BAA 80.04 3 @ 1200, 10040-104 St., Edmonton, Alberta Larry Pollock TOTAL EMPLOYEES IN CAMADA MOMBBE TOTAL DE SALABES ALL CAMADA 39 DESIGNATED C M AL 78 MANAGER, HUMAN RESOURCES CANADIAN WESTERN BANK VAMCOUVER EDAAONTOR MONTHEAL TORONTO COMMADN ON BUSINESS NAME - NOM USUEL OU RAISON SOCIALE CALGARY HALWAK REGIMA CANADIAN WESTERN BANK **3** (3) GÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL (INDICATE NUMBER OF MALLING ADONE 15 - ADMESSE POSTALE INDIQUER LE MOMBRE POSITION TITLE - TITME OU FONCTION DE SALAMÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS (i) UVE KNAAK THAT THE HE CONTAINED ON FORMS 110 & OF THIS REPORTS TRUK AND ACCUMATE BE EVERY RESPECT. TO THE BEST OF MY KNOWN EDICE AND BELIEF OUT ITS HINSTONEMENTS COUNNES DANS LES FORMICHARIES I A & DU MESS IT BARMOTISONI, AUTANT QUE IT SACHE VARIS EL EXACTS A TOUS ECARDS AFTESTE PARLES PRÉSENTES AU NOM DE (Nom de l'employ HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 MO OF EMPLOYEES MOMBER OF SALABLES 127 T5J 3X6 NO. OF ELAP, OYEES MOMBRE DE SALABET MO OF EMPLOYEES WENATURE SIGNATURE NO OF EAST OF EALLOWERS NUMBER OF TEMPORARY EART, OVEES MOARBRE DE SALABRÉS TEARFORABRES  $\sim$ 1200, 10040-104 St., Edmonton, Alberta NAME OF CHEEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMER DINGELANT DE L'EMPRÉMISE PRESIDENT & CHIEF EXECUTIVE OFFICER œ AUDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA HONALE PRINCIPALE MOMBRE DE SALARES PERBANENTS A TÉMPS PARTIÉS NUMBER OF PERMANENT PARTITIONE EMPLOYEES 14 CANADIAN WESTERN BANK LARRY M. POLLOCK LARRY M. POLLOCK FULL IEGAL NAME MOMETÉGALAUCOMPTET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 MOUSTAINE SECTOR 3 - BRANCHE D'ACHMITÉ 3 MOUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 TRIAL SECTION 1 - BRANCHE D'ACTIVITÉ CHARTERED BANK NUMBER OF PRANAMENT FULL INNE ENPLOYEES NORMANE OF SALARIES PERMANENTS A TERMS PLEN ION TITLE - TITME OUTOMOTION 110 H (NC)MA) 1. (Nome) 0 **②** 1000 Θ **3** 3 3 3 3 13 (3) MOMENT TAMPS OFFUM NAME OF THIS OVER EMPLOYMENT CERTIFICATION AITESTATION DEXACTITUDE OFFICERS POSITION BRANCHE(S) CATEGORIES CATEGORIES INDUSTRIAL D'ACTIVITÉ SECTOR(S) SALARIÉS ACCURACY STATUS AUUUNI SS ALME 558 30 Ó SWP. MD254-84 00 401 - CHZH-W-UKH-OZ MIZZEK * H & O & F 

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### CANADIAN WESTERN BANK

### Employment Equity Report for 1989 Executive Summary

- The number of employees in the designated groupings might have been underrepresented because some employees in these groupings did not identify themselves as such.
- 2. Despite a relatively high turnover rate during in the reporting period due to a computer system conversion and organization restructuring, the number of employees in the designated groupings have increased.
- 3. There are cases where employees were transferred from part-time or temporary to full-time employment or vice versa without a change in level in the organizational hierarchy. In such cases, they were neither reported as number hired nor promoted.
- 4. The report shows a high percentage of female employees but at relatively lower levels. This is typical in the industry. The visible minority grouping was also fairly represented as these levels. In fact, applications for senior positions are accepted without discrimination and positions are awarded based on qualifications. However, the number of applicants in the designated groupings for senior positions has been very low all along.
- 5. With the establishment of the Human Resources Department in May 1989, a number of improvements have been made towards employment equity:
  - a) Centralization and standardization of personnel policy and recruitment activities, job classification and enhancement of the performance appraisal system have enable equitable hirings, promotions, salary adjustments and terminations, all of which according to the Bank's philosophy are to be based on ability and performance, regardless of designated grouping.
  - b) Positive efforts have been made to hire members with disabilities. The Manager, Human Resources, has been in contact with an organization that helps to find employment for the deaf and in fact, a position was offered but was turned down. Due to the small size of the Bank, there are limited positions which disabled persons can be offered. Nevertheless, the Bank is always prepared to hire disabled persons whenever the opportunity arises.
  - c) With further growth, expansion and a maturing Human Resources Department, the Bank will continue to ensure an equitable hiring and promotion policy based on individual merits, without reference to race or sex. A concerted effort will be made to achieve appropriate representation of all groupings at all levels of employment.

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Page 1 Part A. form formulaii

Reportin Designated CMA (specify) RMR designée (préciser) CHARTERED BANK Industrial Sector: Branche d'activité Province / Territory (specify)
Province / territoire (préciser)

Aboriginal Peoples Autochtones

Total Number Nombre total

Women Col 7

Men Hommes Gol 6

Total Number Nombre total Col S

Women Col 4

Total Number Mombre total ~ 100

Quarter

Top and bottom of salay range Maximum et minimum de l'échelle de rémuneration

Occupational Groups Categories professionnelles

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3 000,07

00 over

All Employees Tous les salariés Men Hommes

National (Canada) National (Canada)

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CANADIAN WESTEN BANK

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise Lucation Endroit Persons with Disabilities Personnes handicapées Men

Women

Col 10

Col

Col 9

Col 8

Total Number Mombre total

Col 12

Men

Women Col 13

Members of Visible Minorities
Membres des minorités visibles

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OVER

Middle or other managers Cadres intermediaires et autres cadres

Professionals Professionnels

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Upper-Tevel managers Cadres superieurs

666 69

27,500 30,000 20,000

Supervisors

30,000

34,999 29 999 34,999 22, 499

Semi professionals and technicians Semi professionnels et techniciens

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Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés. Lemporaires

ForemenAwomen

Contremaitres

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Employment and Immigration Canada Emplor et Immigration Canada

form formulaire 2 Parties, Page 2

NOTA Voir instructions												Louisingue	Carrier and	
	Top and bottom of salary range		1	All Employees Fous les salariés		∢	Aboriginal Peoples Autochtones	_	Person	Personnes handkrapées	Fes	Member	Members of Visible Minorities Membres des minorites visibles	subles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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Cleucal workers Employes de bureau	27,500 - 29,999 15,000 -	4 W ~-	1 8 13 31	5 5	1 6 8 27							3 1		3 - 1
Sales workers Employes du secteur de la vente		* E 2 -												
Service workers Employes du secteur des		7 -												
Skilled Crafts and Gades workers Yeavailleurs qualifies et artisans		* e ~ -												
Semi-skilled manual workers Travailleurs manuels specialises		4 W V-												
Other manual workers Autres travailleurs manuels		4- E: 4-									: :			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		110	43	67							9	2	4
1 d (28 %) (38 1 d )		:	I refers to the lowest salary quarter. A refers to the highest salary quarter!	west salary quar	rter, 4 refers to	the highest sala	ry quarter/	1 1 1 1 1						=

1 represente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve

Empl

NOTE See instructions NOTA Voicinstructions

Employment and Immigration Canada Emploi et Immigration Canada

### OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL *

form formulaue 2 Partie B, Page 1

Women 68 61 Col 13 Members of Visible Minorities Membres des minorités visibles Reporting Period Période de rapport Men Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapees Men Hommes Col 9 CHARTERED BANK Total Number Nombre total Col 8 Women Col. 7 Industrial Sector Branche d'activité Aboriginal Peoples Autochtones Men Gol 6 Total Number Nombre total COLS Province / Territory (specify) Province / Territoire (préciser) Women Col 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 CANADIAN WESTERN BANK Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et mirmum de l'echelle de remunèration 27,500 -29,999 27,500 -29,999 - 100 Č. Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Semi professionals and technicians Semi professionnels et Upper level managers Cadres superieurs Name of Business Nom de l'entreprise Location Endroit Professionals Professionnels autres cadres Supervisors techniciens

Use separate Parts for permanent full time and temporary employees
Utiliser les autres partres pour les salairés permanents à temps plein et les salairés temporaires

foremen/women Confremaifres

1 4 (98 t) 9891 AW I

Trapetante les salaires du quart le moins éteue; 4 représente les salaires du quart le plus éteue

Trapetante les salaires du quart le moins éteue; 4 représente les salaires du quart le plus éteue

form Part B. Page 2 Formulaire 2 Page 2

NOTE See instructions NOTA Voir instructions												formulaire	laire & Pari	Partie B. Page 2
	Top and bottom of salary range	:		All Employees fous les salariés		AŁ	Abonginal Peoples Autochtones		Person Perso	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorites visibles	onties
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 10)	Col 10	(of 11	Col 12	(0  13
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Sales workers f mployes du secteur de la vente		4 m ~-												
Service workers Employes du secteur des services		3												
Shilled crafts and trades workers. Travalleurs qualifies et artisans.		4 m. v. =	: :	: :										
Sem skilled manual workers Travailleurs manuels specialises		4 m ~ -												
Other manual workers Autres travailleurs manuels		4 m ~ -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		14	1	13							2	-	2

* Trefers to the lowest salary quarter, 4 refers to the highest salary quarter of plus deve I represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus élevé

1 PM (BHC (3 BE)) /

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NOTE See instructions

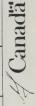
Employment and Immigration Canada Employeet Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

form formulaire 3 Partie A

NOTA Voir instructions			•	HUFIL SALAKIA	IL SALANIES	ENMANENIS	PRUPIL SALAKIAL: SALAKIES PERMANENIS A LEMPS PLEIN				tormulaire	formulaire Partie A
Name of Business Nom de l'entreprise	CANADIAN WESTERN BANK	ESTERN BAN	IK				Industrial Sector Branche d'activité:	2	CHARTERED BANK	ANK		
Location Endroif	National	National (Canada) National (Canada)		Province / Territory (specify) Province / territoire (préciser)	ry (specify)				Repo	Reporting Period: 1- Periode de rapport: 1-	6861	
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	2	Pers	Persons with Disabilities Personnes handkapées	22	Memb	Members of Visible Minorities Membres des minorités visibles	orities risibles
SALAHY HANGES ECHELLES DE REMUNERATION	Total Number Nombre total		Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	C lol	(o) 2	Col 3	Col 4	(0) 5	Col 6	Col 7	(ol 8	6 (0)	(ol 10	Col 11	Col 12
Moins de \$10.000												
\$10,000 \$14,999												
\$15,000 - \$17,499	10	3	7									
\$17,500 - \$19,999	23	2	21							3	1	3
\$20,000 - \$22,499	10	3	7							1	1	ı
\$22,500 - \$24,999	13	3	10							1	1	1
\$25 000 - \$27,499	2	-	4									
\$27,500 \$29,999	8	2	9									
\$30,000 - \$34,999	5	7	4									
\$35,000 \$39,999	5	1	4									
\$40,000 - \$49,999	9	4	2									
\$50,000 \$69,999	16	14	2							-	1	1
\$70,000 and over	6	6	1									
TOTAL NUMBER OF EMPLOYEES NOMBRE FOTAL DE SALARIES	110	43	19							9	2	4
1 A.Y. 3848 (9 80)	Use separat	e Parts for perman	ent part time and	Use separate Parts for permanent part time and temporary employees  Hiller be author parties now be calaries commanent a temporaries	yees nel et les calações	temporanes					400	M. Canada

Use separate Parts for permanent part time and temporary employees
 Utiliser les autres parties pour les safariés permanents à temps partiel et les safariés temporaires



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NOTA Voir instructions

Employment and Immgration Canada - Emploret Immgration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES" PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL"

form formulaire 3 Partie 8

Women Col 12 _ Members of Visible Minorities Membres des minorités visibles Men Col 11 6 861 Total Number Nombre total Reporting Period.
Période de rapport. Col 10 7 _ CHARTERED BANK Women Col 9 Persons with Disabilities Personnes handkapees Men Cot 8 Industrial Sector Brankhe d'activité Total Number Nombre total Col 7 Women Col 6 Aborrginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (préciser) Col S Total Number Nombre total Col 4 Women Col 3  $\epsilon$ 4 3 All Employees Tous les salariés CANADIAN WESTERN BANK Men Col 2 ı _ National (Canada) National (Canada) Total Number Nombre total 14 Col 1 m 3 2  $\vec{\phantom{a}}$  $\simeq$ TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50,000 and over \$15,000 \$17,499 \$20,000 \$24,999 \$30,000 - \$39,999 \$40,000 \$49,999 \$10,000 \$12,499 817,500 - \$19,999 \$25,000 \$29,999 SALARY RANGES ICHELLES DE \$12,500 \$14,999 REMUNERATION Under Moins de \$2,500 \$5,000 \$7,499 \$2,500 \$4,999 87,500 - \$9,999 Name of Business Nom de l'entreprise Lucation Endroit

1 MF 3849 (9 86)

Use separate Parts for permanent full time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

# Canada

Fmployment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire & Partie A

Women Col 12 Members of Visible Minorities
Membres des minorités visibles Men Col 11 ~ Total Number Nombre total 6861 Col 10 m 2 Reporting Period. Période de rapport. Women 6 PO CHARTERED BANK Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activité. Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify)
Province / territore (préciser) Total Number Nombre total Col. 4 Women Col 3 2 1 3 22 14 All Employees Tous les salariés Men Col 2 2 17 CANADIAN WESTERN BANK Total Number Nombre total National (Canada) National (Canada) Col 16 39 7 17 ~  $\sim$ Ø TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi professionals and technicians semi professionnels et technicians £mployés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise Other manual workers apper level managers Employes de bureau ( adres superieurs oremen/women LUCATION FINGRONT lerical workers Service workers (untremaitres) Sales workers Professionnels Professionals Surveillants

1 AAF 3870 (9 86)

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salariés temporaries



Employment and Immigration Canada Employeet Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

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Part B Partie B Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col == ١ Total Number Nombre total 1989 Col 10 Reporting Period. Periode de rapport Women Col 9 CHARTERED BANK Persons with Disabilities Personnes handkapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 Women Gol 6 Aboriginal Peoples
Autochtones Men Col S Province / Territory (specify)
Province / Territoire (préciser) Total Number Nombre total Col 4 Women Col 3 26 25 All Employees Tous les salariés Men Col 2 ı 2 7 CANADIAN WESTERN BANK Total Number Nombre total National (Canada) National (Canada) Col 1 27 28 × TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians Semi professionnels et technicians Service workers I mployes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Sales workers Imployes du secteur de la vente Leavailleurs manuels specialises Semi-skilled manual workers Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Opper level managers Cadres superieurs Herical workers imployes de bureau Name of Business Nom de l'entreprise Loremen/women Confremantres Lucation Endroit Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires 4

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"Canada

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN* PERMANENT FULL-TIME EMPLOYEES PROMOTED*

5 Partie A form

CHARTERED BANK

Industrial Sector Branche d'activité

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaxies promus des salaxies promus au cours de l'année dowern être inscrits seulement dans la catégore professionnelle à laquelle ou al'intérieur de laquelle às ont eté promus en dernier) 19 89 Men CO == Reporting Period: Période de rapport: Total Number Nombre total Col 10 _ Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men 2 100 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Women 2 œ 13 Col 3 All Employees Tous les salariés Men Col 2 7 S 9 2 _ CANADIAN WESTERN BANK Total Number Nombre total National (Canada) C 100 9 2 10 18 19 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et technicians Employes du secteur des services Skilled crafts and trades workers £mployes du secteur de la vente Travailleurs qualifiés et artisans Travailleurs manuels spécialisés Semi skilled manual workers Autres travailleurs manuels Middle or other managers Other manual workers Upper-level managers f mployes de bureau foremen/women Cadres superieurs LOCATION & ndroit Clerical workers Service workers Confrematives sales workers Professionals Professionnels Supervisors

1 MF 1869 (9 86)

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires 41



Employment and Immigration Canada Emploi et Immigration Canada

## PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

5 Partie B Form formulaire

CHARTERED BANK

Industrial Sector Branche d'activité

CANADIAN WESTERN BANK

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Location Endroit

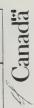
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Use separate Parts for permanent full-time and temporary employees

Utiliser hes autres parties pour les salariés permanents à temps plein et les salariés temporaires



TOTAL MUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS

TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS

Autres travailleurs manuels

CANADIAN WESTERN BANK

NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise

Employment and Immigration Canada Employel Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Partie A

CHARTERED BANK

Industrial Sector: Branche d'activité.

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 18 89 Total Number Nombre total Col 10 7 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col. 7 Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women ~ Col 3 20 All Employees Tous les salariés Men Hommes C 100 1 7 7 14 Total Number Nombre total National (Canada) National (Canada) 5 m 6 S 17 34  $\overline{a}$ Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
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Use separate Parts for permanent part-time and temporary employees

Utilizer les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

1 AMP 3872 (9 86)



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form formulane 6 Partie B

NOTE See instructions			CESSATION	PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*	RT-TIME EMPL	PERMANENTS.	NATED. A TEMPS PART	. 131			form	e 6 Partie
NOTA Von instructions Name of Business Noom de l'entreprise CANADIAN WESTERN BANK	ESTERN BA	NK				Braz	Industrial Sector Branche d'activité	CHARTERED BANK	D BANK			
Location Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)	(1)				Reporting Period. Période de rapport.	od. 15 <u>89</u>		
		All Employees Tous les salanés			Aboriginal Peoples Autochtones	*	Pen	Persons with Disabilities Personnes handicapées	ē ā	Memb	Membres of Visible Minorities Membres des minorités visibles	suties
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre fotal	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	(ol 1	Col. 2	(ol 3	Col. 4	Col 5	Col 6	Col 7	Col 8	COI 9	Col 10	Col 11	(0) 15
Lipper level managers Cadres superieurs												
Middle or other managers (adres intermediaires et autres cadres												
Professionals Professionnels												
Semi professionals and technicians Semi professionnels et techniciens												
Supervisors	1	1	1									
Luemenwomen												
(ternal workers triployes de bureau	18	1	17									
Sales workers I riployes du secteur de la vente												
Service workers t mployes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
LUTAL HUMBER OF EMPLOYEES TERRIMATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	19	1	18									

1449 (9 86)

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salairés permanents a temps plein et les salairés temporaires







9001 CA,1 M -E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



AIRBC LIMITED

9001

Canadä

Minister of Supply and Services Canada 1990
Ministre des Approvisionnements et Services Canada 1990

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******									
1	1	FULL LEGAL NA	ME		COMMON OR BU	SINESS NAME			
10	NAME OF EMPLOYER	AIRBC LIMITED			AIRBC				
E									
N	Į t	ADDRESS OF PR	INCIPAL PLACE OF	F BUSINESS	MAILING ADDR	ESS			
1	ADDRESS	4740 AGAR DRI			SAME				
F	 	RICHMOND, B.C			1		•		
c	1	NAME OF CHIEF	EXECUTIVE OFFI	CER OF EMPLOYER	NAME OF OFFI	CER RESPONSIB	E FOR EM	PLOYMENT E	OUITY
A	OFFICERS	MR. I. J. HAR	010		HD D COLLE	10			
1 1			************	• • • • • • • • • • • • • • • • • • • •	MR. D. COLLII				
0	POSITION	POSITION TITL	E		POSITION TITE	LE	ARE	A CODE TE	LEPHONE NUMBE
		PRESIDENT			DIRECTOR OF I				279 - 1119
======		INDUSTRIAL SE	CTOR 1	NO. OF		DESIGNATED			S/TERRITORIES
		i		EMPLOYEES	i	1		1	-,
1		AIR TRANSPORT	INDUSTRIES.	1102	1				
R	INDUSTRIAL	INDUSTRIAL SE	CTOR 2	NO. OF	GEOGRAPHICAL	CALGARY	57	ONT.	1 0
E				EMPLOYEES		EDMONTON	114	N.S.	0
0				0	AREAS	HALIFAX	0	N.B.	1 0
R	SECTOR(S)	INDUSTRIAL SE	CTOR 3	NO. OF	(INDICATE			MAN.	1 0
1 1		1		EMPLOYEES 0	NUMBER OF EMPLOYEES	MONTREAL	0	B.C.	903
S			• • • • • • • • • • • • • • • • • • • •		LOCATED IN	REGINA	0	P.E.I	.   0
U		I INDUSTRIAL SE	CTOR 4	NO. OF	EACH AREA)			SASK.	1 0
I M I		1		EMPLOYEES	į	TORONTO	0	ALTA.	1 199
i a i					1	VANCOUVER	903	NFLD	1 0
R				1	ĺ			YKN	1 0
1 1	EMPLOYMENT	NUMBER OF PERMANENT	NUMBER OF PERMANENT	NUMBER OF TEMPORARY	1	WINNIPEG	0	N.W.T.	.   0
i i	STATUS	FULL-TIME	PART-TIME	EMPLOYEES	1			! 	
1 1	CATEGORIES	EMPLOYEES	EMPLOYEES	1	!	1			1
1 1	CATEGORIES	931	168	0	l . 1	TOTAL EMPLO	YEES IN	CANADA	1 1102
					***************************************				
C		I (Name) T	AJN J. HI	ARRIS	, HEREBY CE				
R		(Name of Emple	over) Air	C LIM TE	i, nekesi ce	KILFT ON BEHA			
1	CERTIFICATION	INFORMATION CO	ONTAINED IN FORM	IS 1 TO 6 OF THE	S REPORT IS TRU				:
1 1		EVERY RESPECT	, TO THE BEST OF	HY KNOWLEDGE A	ND BELIEF.				: CORPORAT
1 1 1	OF	1							:
ici		Ì							. SEAL
A		1							:
1 1 1	ACCURACY	1				· \			:
0		1				1	2.		
N		DATE JV	- 1 25, 190	10	SIGNATURE		411		
*									

1		FULL LEGAL NA	4E		COMMON OR BUS	INESS NAME			
] D	NAME OF EMPLOYER	AIRBC LIMITED			AIRBC				
E		ADDRESS OF PR	INCIPAL PLACE OF	BUSINESS	MAILING ADDRE	ss			
T   I   F	ADDRESS	4740 AGAR DRI			SAME				
C   A   T	   OFFICERS	NAME OF CHIEF		CER OF EMPLOYER	NAME OF OFFIC		LE FOR EM	APLOYMENT EQUI	ITY
1 1		POSITION TITLE			POSITION TITL		IARE	A CODE TELEF	PHONE NUMBE
N	POSITION	PRESIDENT	-		DIRECTOR OF H				9 - 1119
   		INDUSTRIAL SE		NO. OF		DESIGNATED		PROVINCES/1	
1		AIR TRANSPORT	INDUSTRIES.	1 1102	1	CALGARY	57	ONT.	0
R I E	INDUSTRIAL	INDUSTRIAL SE	CTOR 2	NO. OF	GEOGRAPHICAL	EDMONTON	114	QUE.	0
P		1		0	AREAS			N.B.	0
R	SECTOR(S)	INDUSTRIAL SE	CTOR 3	NO. OF	(INDICATE	j		MAN.	0
T		1		EMPLOYEES   0	NUMBER OF EMPLOYEES	MONTREAL	0 	B.C.	902
s					LOCATED IN	REGINA	0	P.E.I.	0
U     M		INDUSTRIAL SE	CTOR 4	NO. OF EMPLOYEES	EACH AREA)	TORONTO	0	SASK.	200
Į M				0	1	VANCOUVER	903	NFLD	1 0
R		1	1	1	1			YKN	0
j Y I	EMPLOYMENT	NUMBER OF PERMANENT	NUMBER OF PERMANENT	NUMBER OF TEMPORARY	[	WINNIPEG	)   	N.W.T.	0
1	STATUS	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	EMPLOYEES	[		• • • • • • • •		 
1	CATEGORIES	931	168	0		TOTAL EMPL	DYEES IN	CANADA	1102
======									
C			TAIN J			RTIFY ON BEH			
R	CERTIFICATION			BC LIM IS 1 TO 6 OF THI			HAT THE TE IN		· · · · · · · · · · · · · · · · · · ·
1 1		EVERY RESPECT	, TO THE BEST OF	F MY KNOWLEDGE A	ND BELIEF.			:	CORPORAT
1 1	OF								: :
] C									: SEAL :
T	ACCURACY	1							:
0		-	UNE 1/9	10		02	1114	2	
+		DATE	VIVE I	<u>U</u>	SIGNATURE _	(V)	115/4		

#### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 009001 AIRBC LIMITED | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989 Location: X National (Canada) Province/Territory Designated CMA 1 11 Persons with Members of | Top and |Q| All Employees OCCUPATIONAL Aboriginal Peoples Disabilities | Visible Minorities | bottom of |U|------|salary range | A | Total | | Total | | Total | GROUPS | Total | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 70000 4 3 3 Upper-level and over [3] 35000 |2| 4 | 2 1 39999 [1] 3 | 3 | 1 1 1 1 1 65000 [4] 1 | 1 | 2 | 2 | Middle or other 69999 [3] 27500 managers 121 3 | 3 | 29999 [1] 11 | 5 | 6 1 41 Professionals 131 121 1 1 1 60000 141 38 1 37 1 | Semi-professionals |_ 59 | 59 | 64999 [3] and technicians 15000 121 93 89 17499 [1] 60 | 51 | 9 | - 1 1 | 1.1 35000 141 Supervisors 39999 131 30000 34999 [1] 1 [ 1 ] - 1 50000 141 7 1 7 1 41 41 Foremen/women 54999 131 15000 7 | 121 8 | 17499 |1| 2 | 1 | 1 - 1 1

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989 Location: X National (Canada) Province/Territory Designated CMA Persons with Members of Top and Q All Employees Aboriginal Peoples OCCUPATIONAL Disabilities Visible Minorities | Total | Total | GROUPS |salary range|A| Total | | Total | R Number Men | Women | Number Men | Women | Number Men | Women | Number Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 5 Clerical workers 39999 131 36 19 17 7500 121 137 34 | 103 1 2 1 2 | 8 9999 |1| 71 27 | 46 2 | 1 2 | 1 3 | | 3 30000 141 1 | 34999 Sales workers 131 15000 121 4 1 2 1 17499 111 4 | 2 | 2 | 1 | 1 | 30000 1 1 141 34999 131 4 1 Service workers 18 1 | 12500 121 16 14999 111 86 15 | 41 Skilled crafts and 54999 131 47 1 47 | 21 trades workers 12500 121 87 81 14999 111 23 | 11 | ==== 22500 9 | 141 10 I 1 1 Semi-skilled 24999 131 25 | 24 | manual workers 10000 121 12499 111 7 | 7 | 25000 141 Other manual 27499 4 1 1 131 4 1 9 1 17500 121 workers 19999 1 1 111 10 3 | - 1 1 1 1 | TOTAL NUMBER OF EMPLOYEES 931 | 598 | 333 | 5 | 1 | 4 | 2 | | 2 | 25 | 13 | 12

#### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 8 Page 1

Name of Business: 009001 AIRBC LIMITED | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989 )esignated CMA |Location: X National (Canada) Province/Territory 1.1 Persons with Members of | Top and |Q| All Employees | Aboriginal Peoples | Di abilities | Visible Minorities OCCUPATIONAL | Total | GROUPS |salary range | A | Total | Total R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 Upper-level 131 managers 121 111 141 Middle or other 131 121 managers 111 -1 141 Professionals 131 121 141 Semi-professionals 131 and technicians 121 111 -141 Supervisors 131 121 111 141 Foremen/women 131 121 [1]

y	National (Cana	adi	) P	rovince/	(Te	critor	<i>y</i>				Designat	ted CMA				1
ocation: X	National (Care	àGa,	)	ovince,	i e.	171101,					163.3					
	1						1			Pf	ersons wi	ith	,	Members o	of	Ì
OCCUPATIONAL	Top and	0		Employe			Abori	ginal Pr	eoples	Di	isabiliti 	es	Visibl	le Minori	itie	S
GROUPS	salary range	e A I	Total	1	1	i	Total			Total     Number			Total		   Wa	-All
		-   T			-											
	Col 1	11	Col 2	Col 3	10	Col 4	Col 5	Col 6	Col 7	Cot 8	Col 9	Col 10	Col 11	Col 12	Co	
	12500	141	6	1 1		5							1 1		1	À
Clerical workers		131				26			<u> </u>	<u> </u>	-		1 1		-	À
		121			_	12 54										Ì
				1	1	- 1	1 1				*======		======			4
	1	14			+				-	1	-				1	À
Sales workers	1	131	-	1	1								1	1	1	İ
		11			+								1			İ
									=======	=======	*======					12
		131			+	3										4
Service workers	-	121			+											1
	7499	[1]	23	•	1	19					1			1	Ī	İ
		= =   4	,			2		1 1	1	======================================	1 1		1	1 1	1	-
Skilled crafts and	1	4			+					1						4
trades workers		121			T										Ī	4
	0	[1]	1		1				1		1				1	4
	1 12500	= =   4	•		3		======		1	=======================================				1	1	İ
Semi-skilled		[3]			2										I	4
manual workers	2500	121														4
*****************	4999	11			1			1	1		1		1		1	4
	[ 7500	= =   4	•		1	1		1		======	15555				L	4
Other manual	9999	[3]			T								1		L	4
workers	0	[2]		1	1				1	1			1			4
	0	1		1	1		1	1	1	1	1	1	1		1	

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Part A

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989 X National (Canada) Province/Territory (specify) Location: Persons with | Visible Minorities Disabilities | Aboriginal Peoples All Employees SALARY 1 1 1 1 1 1 | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men RANGES Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 [ 0 0 [ 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | < \$10,000 0 | 0 1 0 | 0 | 3 | 0 1 3 57 0 1 0 1 \$10,000-\$14,999 82 | 25 1.1 0 1 0 | 2 | 67 0 [ 2 | 0 | \$15,000-\$17,499 120 | 53 | 2 1 5 0 | 0 | 0 | 6 | 1 | \$17,500-\$19,999 133 68 65 2 | 0 0 | n 0 1 0 1 0 | \$20,000-\$22,499 58 27 31 | 1 | 1 | \$22,500-\$24,999 | 125 | 49 76 0 | 0 1 0 | 1 | 0 | 0 0 1 0 | 0 | 0 | 0 | 0 | 1 | 1 1 \$25,000-\$27,499 38 1 13 | 0 | 0 | 0 | 0 | 0 | 0 | \$27,500-\$29,999 67 62 | 5 1 0 0 1 0 1 4 1 4 1 \$30,000-\$34,999 130 | 118 12 | 0 | 0 | 0 | 30 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 \$35,000-\$39,999 32 1 | 1 | 0 | 0 | 0 | 0 | 4 | 4 \$40,000-\$49,999 94 93 1 0 | ۵ 0 | 0 0 | \$50,000-\$69,999 48 45 3 | 0 | 0 | 0 0 3 | 3 | 0 1 0 [ 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 \$70,000 > 2 | 25 | 13 | 4 1 2 | TOTAL NUMBER OF 931 598 333 5 |

1 EMPLOYEES

			SALAR	Y SUMMARY	: PERMANE	NT PART-	TIME EMPLO	YEES		Form 3	Par	rt B
Name of Business:	009001	1 AIRBC LI	MITED				Industri	ial Sector:	451 AIF	R TRANSPO	ORT INDUST	TRIES.
Location:	х	National	(Canada)	Province	/Territor	y (speci	fy)			Report	ting Perio	od: 1989
SALARY	   ALL	Employees	;	Aborigi	inal Peopl	les		sons with			bers of Minoritie	es
RANGES	Total	   Men	Women	Total	Hen	Vomen	   Total	Men   Wo	men	Total	   Men	Women
	Col. 1	Col. 2						Col. 8   Co		Col. 10	Col. 11	Col. 12
< \$2,500	0	0							0	0	0	0
\$2,500-\$4,999	1 1	1 1	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	74	19	55	0	0	[ 0	0	0	0	0	0	0
\$7,500-\$9,999	51	14	37	1	1	1 0	1	1	0	1	1 [	0
\$10,000-\$12,499	38	9	29	0	0	[ 0	0	0	0 [	1	0	1
\$12,500-\$14,999	1 4	1 1	3	0	0	0	0	0	0	1	0	1
\$15,000-\$17,499	0	0	0	0	0	1 0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	1 0	0	0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	1 0	0	0	0	0	1 0	1 0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	1 0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	1 0	0	0	0	0	0	0
> \$50,000	1 0	0	0	0	1 0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	168	44	124	1	1 1	0	1 .1	1 1 1	0	3	1	2 

1				PERMANEN	T FULL-TI	ME EMPLOY	EES HIRED		Fo	rm 4	Part A	
Name of Business:	009001	AIRBC LI	MITED			1	Industri	al Sector	: 451 A	IR TRANSPO	ORT INDUS	т
Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employee	s	   Aborig	inal Peop	les		sons with		•	nbers of Minorit	ies
GROUPS	Total   Number	   Men	Women	Total   Number	1		Total   Number	Hen	   Women	Total   Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level  managers	1	1 1			0	0	0	0		0	0	0
Middle or other  managers	0 	0 	0 	0 	0	0	0	0	0	0	0	0
Professionals	0 	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals  and technicians	66	64 	2	0	0	0	0	0	0	1	1	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	3 	3	0	0	0	0	0	0	0	0	0	0
Clerical workers	52	18	34	1	0	1	0	0	0	4	0	4
Sales workers	5	4	1	0	0	0	0	0	0	0	0	0
Service workers	37	6	31	0	0	0	0	0	0	0	0	0
Skilled crafts and    trades workers	61	59	2	0	0	0	0	0 [	0	2	2	0
Semi-skilled  manual workers	30	29	1	0	0	0	0	Ö İ	0	0	0	0
Other manual	13		7	0	0	0	0	0	0	1	0	1
TOTAL NUMBER OF	269		78	1	0	1	0	0	0	8	3	5

PERMANENT PART-TIME EMPLOYEES HIRED Form 4 Part 8

Location:	·· · X Nati	ional (Car	nada) Pr	rovince/Te	erritory (	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees		Aborig	inal Peopl	les	•	sons with			mbers of Minorit	ies
GROUPS	Total Number			Total   Number			Total   Number			Total   Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4				Col. 8		Col. 10	Col. 11	Col. 12
Upper-level managers	0		0	0 						0		0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	) 0 
Professionals	0	0	0	) o	0	0	l 0	0	0	0 	0	0 
Semi-professionals and technicians	0	0	0	( 0 	0 	0 	0 	0	0 	0 	0 	0
Supervisors	0	0	0 	•	0	0 	l 0 l	0	0	0 	0 	0 
Foremen/women	0	0	0 	[ 0	0	( 0 	0 	0	0	0	1 0 1	0 
Clerical workers	97	31	66	0 	0	0	0 	0	0 	0	) o	0
Sales workers	0	0 	0 	0	0	0	0 	0 	0 	0	0	0 
Service workers	26	3	23	0 	0	0 	0 	1 0	0	0 	0	0
Skilled crafts and trades workers	3	1	2 	1	1	0	1	1 1	1 0	1 1	1 	1 0
Semi-skilled manual workers	] 11 [	10 	1 1	0 	0 	0 	0 	0 	0 	0	1 0	0
Other manual	5		1	0 	0 	0 	0 	0 	† 0 	0 	0 	0
TOTAL NUMBER OF EMPLOYEES HIRED	142			1	1 1	1 0	1	1	1 0	1 1	1 1	1 0

PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 Part A

Location:	X Nat	ional (Car	nada) P	rovince/T	erritory (	(specify)			1	Reporting	Period:	1989
	Employ	ees promo		oyees pro						in the oc	cupation	al groups
OCCUPATIONAL	A	il Employe	es	   Abo	riginal Pe	eoples	4	ersons wi		•	embers o	
GROUPS	Total Number		Women	Total Number		Women	Total   Number		Women	Total     Number	Men	Women
*********	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 =======	Col. 9	Col. 10	Col. 11	Cot. 1
Upper-level managers	1	1	0		0	0	) O	0	0	0	0	0
Middle or other managers	0 	0	0	0 	0	0	[ 0	0	0	0 1	0	0 
Professionals	0	0	0	0	0	0	0	0	0	0	0	0 
Semi-professionals and technicians	3	3	0	0	0	0	0	0	0		0	0 
Supervisors	0			0	0	0	0	0	0	0	0	0 
foremen/women	3	3		0		0	0	0	0	1	1	0
Clerical workers	1	0	1	0 	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	11	10	1	0	0	0	) o	0	0	0	0	0 
Semi-skilled manual workers	1	1		0	0	0	0	0 	0	0	0	0 
Other manual	1		1	0	0	0	0	0	0 	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	22		4		0	0	[ 0	( o	0	j 1 <u> </u>	1	[ 0
TOTAL NUMBER OF	22	18	4	0	0	0	0	0	0	1 !	1	0

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5

Part B

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. ..... X National (Canada) Province/Territory (specify) | Reporting Period: 1989 | Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) 1 Persons with Members of Aboriginal Peoples Disabilities OCCUPATIONAL All Employees 1 Visible Minorities | Total | | Total | | Total | | | Total | GROUPS Number | Men | Women | Number | Men | Women | Number | Men | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | W Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 | 0 | Upper-Level 0 | 0 | 0 1 0 | 0 | 0 ] 0 | 0 | 0 | managers 1 ---1 - 1 - 1 - 1 - 1 Middle or other 0 1 0 1 0 [ 0 1 0 | 0 1 0 1 0 1 0 1 0 | managers - 1 1 - 1 -1 Professionals 0 1 0 1 0.1 0 1 0 1 0.1 0 0 | 0 1 0 1 0 1 - 1 -1 -1 |Semi-professionals | 0 i 0 | 0 | 0 | 0 1 and technicians 1 -1 - 1 1 -1 -1 -1 Supervisors 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 П 1 1 -1 -1 1 Foremen/women 0 | 0.1 0 | 0 1 1 -1 1 1 1 -Clerical workers 0 1 0 1 0 | 0.1 0 1 0 1 0 | 0 1 0 1 0 1 -1 1 1 Sales workers 0 1 0 | 0 | 0 1 0 1 0 1 0 1 0 1 0 1 Ω 1 - 1 1 -1 -1 --1 Service workers 0 [ 0 | 0 | 0 | 0 | 0 1 0 1 0 1 0 1 -1 1 1 |Skilled crafts and | 0 | 0 1 0 1 0 1 0 1 0.1 trades workers -1 -1 Semi-skilled 0 1 0 1 0 | 0.1 0 | 0 [ 0 1 0 1 0 1 0 | 0 | Imanual workers 1 --1 1 --1 1 Other manual 0 | 0 | 0 | 0 1 0 | 0 1 1 -1 -1 -1 -1 --1 -TOTAL NUMBER OF 0 1 0 1 0 1 0 | 0 1 0 | 0 | 0 | 0 1 IEMPLOYEES PROMOTED - 1 - 1 -1 1 - 1 1 - 1 1 1 ITOTAL NUMBER OF 0 [ 0 | 0 | 0 | 0 | 0 1 0 | 0 ] 0 1 0 |

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PROMOTIONS

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Name of Business:	009001	AIRBC LIN	4ITED			1	Industria	l Sector:	451 A	IR TRANSPO	ORT INDUST	RIES.
Location:	X Nat	ional (Car	nada) Pr	ovince/Te	erritory	(specify)			1	Reporting	Period:	
OCCUPATIONAL	ALL	Employees	s	Aborig	inal Peop	les		ons with		Men	bers of	
GROUPS	Total   Number		•	Total Number			Total Number			Total     Number		Women
	Col. 1		Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Jpper-level nanagers	1		0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	0   	1	0	0	0	0 	0	0	0	0	) 0 
Professionals	0	0	0	0	0	0	0	0	0 	0	0	) 0 
Semi-professionals and technicians	11	10	1	0	0	O	0 	0	0	0   	0	0 
Supervisors	ļ 0 	0	0	0	0	0	0	0	0	0	0 	0 
Foremen/women	0 	0 	0	0	) o	0	0	0	0	0	0	0 
Clerical workers	17	9	8	1	0 	1	1	1	0	1	0	1   1
Sales workers	1	0	1	0	0 	0	0	0	0 	0	0	0 
Service workers	14	3	11 	0 	0 	0	0	0	0 	1 O	[ 0	0 
Skilled crafts and trades workers	19	15	1 4	0	0 	0 	0	0	0 	0	0 	0 
emi-skilled nanual workers	7	7	0	0 	0 	0	1 	1	0	0	0	0 
Other manual	7 	5	2	0	0	0	0	0	0	0	0	0

			PER				TERMINATE	D	For	m 6	Part B	
Name of Business:		AIRBC LIM					Industria	l Sector:		R TRANSPO	RT INDUST	RIES.
Location:		ional (Car		ovince/Te	erritory (	specify)				Reporting	Period:	1989
OCCUPATIONAL	   All	Employees		Aborigi	nal Peopi	es		sons with			bers of Minoriti	es
GROUPS	Total   Number			Total Number			Total   Number		Women	Total   Number	Hen	Women
*************	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0					0			0	0	0	0
Middle or other managers	0	0	0	0	0	0	0 	0. 	0	0	0.	0
Professionals	0	0	0	0	0	0 	0	) 0 	) 0 	0	0	0
  Semi-professionals  and technicians	0	0 	0 	0	0	0 	0	] O	) 0 	0	0	0
Supervisors	0	1 0	0 	0 	0	) 0 	1 0	[ 0	0	0	0	0 
Foremen/women	0	0	0 	0 	0 	0 	0	0	0	0	( 0	0 
Clerical workers	49	14	35	1	0	1 	0 	0	0	0	0	) o
Sales workers	0	0	0 	0 	0	1 0	1 0	0 	0 	0	0	0 
Service workers	1 14	2	12 	0 	1 0	1 0	0	1 0	0	0	1 0	0 
Skilled crafts and  trades workers	2	1 	1	0	0 	0	0 	0 	0 	0	0	] 0 
Semi-skilled  manual workers	5	4	1	0	1 0	0	1 0	0	0	1 0	0	1 .0
Other manual	İ	1	1	i	1 0	1 0	1 0	0 	0 	0 	0 	0 
TOTAL NUMBER OF EMPLOYEES TERMINATED	73 	22	51 		0   	1	0	1 0	0	0   	0   	0

OCCUPATIONAL

CROUPS

Upper-level

Middle or other

Professionals

and technicians

[1]

141

131

121

[1]

40000

44999

27500

29999

2 | 2 |

Supervisors

Foremen/women

managers

managers

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2

Part A Page 1

Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989 National (Canada) X Province/Territory 18 ALBERTA Designated CMA Persons with Members of Top and Q All Employees | Aboriginal Peoples | Disabilities |salary range|A| Total | | Total | | Total | R Number Hen | Women | Number | Hen | Women | Number | Men | Women | Number | Hen | Women |-----||| Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 |3| 121 111 - 1 141 131 121 141 131 121 11 1 60000 141 13 | 13 | Semi-professionals 64999 131 14 | 14 | 15000 2 23 1 23 | 17499 111 16 41 131 121

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Location:	National (Car	ada	V D		Tanaira	10 4								
	nacronac (car	rocco	, A F1	ov me	rerritor	y 10 A	LBEKIA			Designa	ted CMA			
	!					1				ersons w	i th		dembers (	 of
OCCUPATIONAL	Top and bottom of			Employe				eoples		sabilit	ies	Visib	le Minor	ities
GROUPS	salary range				4	Total	1	1	Total			Total		1
		R	Number	Hen	Women	Number	Men	Women	Number	Men	Women	Number	Men	Wor
	Col 1	П	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col
*************	30000	===  4	2	2	======: 			 1	======== 					====:
Clerical workers	34999	131	2	1	1 1									1
	10000	121	10	1	9	2		2						
		1   = :	16					1		1				
	1	4							=======			========		: 
Sales workers		3												
		2												
	•	1   = :		=======										
		4	1 1		1	1	1		1			1	1	
Service workers	24999	3	2		2				1				1	
		21	1 1		1					1	i			
		1	33	6			1		1	1	ļ	1	I	
		41	2	2				=======		=======================================				===:
Skilled crafts and	54999	3	1 1	1			1			1		1		
trades workers		21	12	11	1			1			1			
		1	4	3			1	!	1	1	Ī	1	I	
		41	3	3	1	1				======== 1	=======		=======================================	====
Semi-skilled	22499	3	11	10	1	1		1	1	1		- 1	1	_
manual workers		2					1					1		
		1	1	1		1	1		1	1	1	1	-	
		41	1 1		1			======	=======:		======	*******		===:
ther manual		31	1	1	1	1	- 1	1		1				
orkers	0 1	21			1		1	1	1	-				
		1	1	-	1	1	1	1	- 1	1				
TOTAL NUMBER OF EMP	===============	=   =			======	======		======		======				====

#### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 8 Page 1

										4 .0146			
ocation:	National (Cana	da) X	Province/	Territor	y 18 AL	BERTA			Designat	ted CMA			
		!			!				rsons w		1	dembers (	
OCCUPATIONAL	Top and     bottom of		l Employe	es 	Abort	iginal Po	eoples	01	sabilit	es	VISID	le Minor	111es
GROUPS	salary range	A  Total	1	1	Total			Total			Total		1
			r  Men	Women	Number	Hen	Women	Number	Men	Women	Number	Men	Women
				1.0.1.4		•	•			•		•	
			Cot 3										
		41	1							L		<u> </u>	<u> </u>
Upper-level	-	3		<u> </u>						1	<u> </u>		-
managers	1	21	<del> </del>		<u> </u>	<u> </u>				1	1	1	
		1		!	1	1	ł 	 	.=====	<b> </b> ========	 	l =======	 
		-  4	1	1		1	i	1		1	1	1	1
Middle or other		31	1	1		1	1						
managers		21	1		i	1	1					1	
		1	1	1	1	1	1			1	1	1	1
		=   ======									======		
	•	41		1				1		1	1	1	
Professionals	1	3  2		<u> </u>	1	1	-			1	1	1	1
	•	11	1	1	i	1	1	1		1	i	1	1
	1 1	* 1	 ========	, 	=======	! =======		======	, =======				
	ı i	4		1	<u>i                                      </u>		1			1			
Semi-professionals	İ	3	1	1		1					1	1	
and technicians		2			1		<u> </u>			<u> </u>	<u> </u>	<u> </u>	<u> </u>
		1	1	1	1	1	ŀ		l	1	1	1	1
					======	,		=======	1			1	1
Supervisors		31	1	1	1	1	1	1	1	1	1	1	
Super visurs	1	21	1		1	1	1	1	1	1	1	1	1
	•	1	1	1	1	Ī	1	1	1	1	1	1	1
		= =====					======	=======	======		======		
	•	41		1	1	<u> </u>	1	<u> </u>			<u> </u>	-	-
Foremen/women	-	3		-	<u> </u>	1	1	-		1		-	1
		2	1			1		1	1		1		

Page 2

														/
Location:	National (Can	ada	) X Pr	rovince/	Territory	y 18 AL	LBERTA			Designat	ced CMA			
	1	11				1			P	ersons wi	ith		Members o	of
OCCUPATIONAL	Top and   bottom of	Q   U	•	Employee	es	Abort	iginal Pe	eoples	Di	isabiliti	es	Visib	ole Minori	ities
GROUPS	salary range	e A   R	Total     Number	Men	Women		Men	Women	Total     Number	Men	Women		Men	
	Col 1	H	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col
		4			5								1	1
Clerical workers	1	131			1 2			1						
		121		-	1 10	-								1
		=   =						=======			1			1
Sales workers		141		1				1			1	1		
Sales workers	-	121												
	ı	[1]			1		1							
		= =   4			1			1						
Service workers		[3]			1									
	•	121			1	1								
		=   =				1 .						1		====
Skilled crafts and	•	131		1	1	1 1	1	-		1		1	1 1	
trades workers	1	2												
	0	111			1			1						
	10000	= =    <u>4 </u>	1	1			1	1						
Semi-skilled	12499	[3]												
manual workers		21			<u> </u>	1	<u> </u>	4	1		<u> </u>			1
	,	1   = =	, ,	=======		======								
		141					1							
Other manual		131		L	1		1	1	1			1	1	
workers		121												
		- = 1					======		======			-=====		

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Form 3 Part A Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Name of Business: 009001 AIRBC LIMITED | Reporting Period: 1989 National (Canada)X Province/Territory (specify) 18 ALBERTA Location: Persons with All Employees | Aboriginal Peoples Disabilities | Visible Minorities | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women RANGES | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 ------0 | 0 | 0 | 0 [ 0 | 0 | 0 | 0 | 0 | 0 | 29 | 0 | 0 | 0 ] \$10,000-\$14,999 39 | 21 10 11 1 | 0 | 1 | 0 | 1 \$15,000-\$17,499 0 ] 0 | 0 | 2 | 0 | 2 | \$17,500-\$19,999 29 | 17 12 0 [ 0 | 0 | 0 \$20,000-\$22,499 7 ] 5 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 \$22,500-\$24,999 3 | 1 | 0 1 0 | 0 | 0 | 0 | 0 ] \$25,000-\$27,499 4 | 0 | 0 | 0 0 | 0 ] 0 | 0 | 0 \$27,500-\$29,999 6 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | \$30,000-\$34,999 30 | 30 0 | 0 | 0 | 0 | 0 | 0 [ 0 0 [ \$35,000-\$39,999 3 | 3 0 0 | 0 | n \$40,000-\$49,999 | 16 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 \$50,000-\$69,999 14 | 14 | 0 | 0 | 0 0 0 0 0 0 0 | 0 | 0 | 0 | 0 | \$70,000 > - 1 0 | 0 | 0 | 0 | 0 | 0 1 | TOTAL NUMBER OF | 172 | 115 1 57 3 | 0 | 3 | -1 - 1

Name of Business	: 0090	01 AIRBC L	IMITED				Industr	ial Sector	·: 451 /	AIR TRANSP	ORT INDUS	TRIES.
Location:		National	(Canada))	( Province	/Territo	ry (speci	fy) 18 Ai	BERTA		Repor	ting Peri	od: 1989
SALARY	   AL	l Employee	s	Aborigi	inal Peopl	les	•	sons with			bers of Minoriti	es
RANGES	Total	Hen	Women	Total	   Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3		Col. 5	•	•			Col. 10		
< \$2,500	0	0	1 0								0	0
\$2,500-\$4,999	1 0	0	0	0	0	0	1 0	0	0	0	0	0
5,000-\$7,499	1 10	1 1	9	0	0	0	0	0	0	0	0	0
7,500- <b>\$</b> 9,999	1 9	2	7	1	1	0	1	1	0	1	1	0
10,000-\$12,499	6	1 2	1 4	0	0	0	0	0	0	0	0	0
\$12,500 <b>-\$</b> 14,999	1	0	1 1	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	1 0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	1 0	1 0	1 0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	1 0	1 0	0	0	0	1 0	0	0	0	0	0	0
> \$50,000		1 0	1 0	0	0	0	0	0	0	0-	0	0
OTAL NUMBER OF	26	.   5	21	1 1	1	0	1	1	0	1	1	0

	000001	AIRBC LIM	ITEN			1	Industria	l Sector:	451 A	R TRANSPO	RT INDUST	
Name of Business:		AIRBC LIM										
Location:	Nati	ional (Car	nada) X Pr	ovince/Te	erritory (	specify)	18 ALBER	TA		Reporting	Period:	1989
OCCUPATIONAL	All	Employees	:	Aborigi	inal Peopl	es		ons with	-		bers of Minoriti	ies
GROUPS (	Total Number	Men		Total Number	Hen		Total Number	Hen	Women	Total Number	Men	Women
1	Col. 1		Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
upper-level   nanagers	0	0	0	0	0		0	0	0			
Middle or other   managers	0	0	0	0	0	0	0	0	0	0	0	0 
Professionals	0	0	0	) o	0 	0 	0 	0	0	0	0	0
Semi-professionals   and technicians	17	17 	0 	0 	0	0	0 	0	0 	1	1	0
Supervisors	0	0	0 	0 	l 0	0	1 0 1	0 	0	0	0 	0
Foremen/women	2	1 2	0	0 	0	0	0	0	0 	0	0 	0 
Clerical workers	8	5	3	0	1 0	1 0	1 0	0	] 0 	1 0	0	1 0 1
Sales workers	0	0 	0	0 	0	0	1 0	0	0	0	0 	0
Service workers	15 	2	13 	0 	0	0	1 0	0	[ 0	1 0	0 	0
Skilled crafts and trades workers	11 	1 10	1 1	0	1 0	0 	0 	0 	0 	0	) o	0 
Semi-skilled manual workers	15 	14	1 	0	0 	0 	0 	0 	0 	1 0	0 	0
Other manual workers	1 0	i	i	i	1 0	[ 0	0 	i	0 	i	0	0
TOTAL NUMBER OF	68				0	0	[ 0				1	1 0

PERMANENT PART-TIME EMPLOYEES HIRED Form 4 Part R Name of Business: 009001 AIRBC LIMITED Industrial Sector: 451 AIR TRANSPORT INDUST National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989 Persons with Members of | Visible Minorities OCCUPATIONAL All Employees | Aboriginal Peoples Disabilities | Total | Total GROUPS | Total | Total Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 | 0 1 0 1 0.1 0 1 0 1 0 1 Upper-level **Imanagers** -1 0 i 0 1 0 1 0 1 0 | Middle or other 0 1 managers 1 0 | 0 1 0 1 0 | 0 1 0 | 0 | 0 1 0 1 0 | 0.1 Professionals -1 -- 1 0 1 |Semi-professionals | 0 | 0 1 0 | 0 | 0 1 and technicians ---1 0 1 0 0 1 n I 0.1 n 0 1 0 [ 0 1 0 | 0 1 n 1 Supervisors 1 Foremen/women 0 | 0 | 0 1 0 | 0 | 0 | 0 1 0 1 0 1 Π 1 -1 0 | 0 1 0 1 0 | Isales workers 0 1 0 1 0 1 1 n I 0 1 0 1 0.1 0 1 0.1 Iskilled crafts and I 2 1 1 | 0 1 1 1 1 | 0 1 1 1 1 | Itrades workers -1 Semi-skilled 2 1 1 | 0 1 0 1 0 1 0 | 0 1 0 1 0 1 0 | manual workers 1 1 -1 --1 -1 -1 0 | 0 | 0 | 0 | 0 | 0 | Other manual 0 | 0 | 0 1 0 1 0 1 lworkers -1 -1 

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TOTAL NUMBER OF

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Location:	Nat	ional (Ca	nada) X P	rovince/I	erritory	(specify)	18 ALBE	RTA	1	Reporting	Period:	1989
	Employ	ees promo		oyees prom						in the oc	cupation	al groups
OCCUPATIONAL	A	ll Employ	ees	Aboi	riginal Po	eoples	•	ersons wi		•	embers o	
GROUPS	Total Number	   Hen		Total   Number	•	*	Total   Number	   Men	1	Total     Number	Nen	Women
	Col. 1	Col. 2	Col. 3	Col. 4		*	•	•	•	Col. 10		Col. 12
opper-level lanagers	0	•	0			0		0 	[ 0	0	0	0 
liddle or other   managers	0	0	0	0	0 	0 	0 	0 	0	0	0	0 
rofessionals	0	0	0	0	0	0	0 	0	) o	1 0 <u>1</u>	0	[ 0
emi-professionals   and technicians	2	2	0	0	0	0	0 	0 	0	0	0	0 
Supervisors	0	0	0	0	0	0	0 	0	0 	0	0	0 
oremen/women	0	0	0	0	0	0	0 	0	1 0	0	0	0 
terical workers	0	0	0	0   	0	0	0	0	0	0   	0	0 
ales workers	0	0	0	1 0 I	0	0	0	0	0 	0	0	0
ervice workers	0		0	0	0		:	) 0 	0	0	0	] 0 
killed crafts and   rades workers	2	2	0	0	0	0	0 	l ó	0 	0	0	0 
Gemi-skilled   manual workers	1	1	0	0	0	0	0	0	0 	0	0	0
Other manual (	0	0	0	0	0	0	0 	0	1 0	0	0	1 0
OTAL NUMBER OF	5	5		0		0	0 	0	1	0	0	0
TOTAL NUMBER OF	5	5	0	0	1 0	0	1 0	0	0	0	0	1 0

PERMANENT FULL-TIME EMPLOYEES TERMINATED Form 6 Part A

Name of Business:	009001	AIRBC LIM					Industria					
Location:	Nati	ional (Car	nada) X Pr	ovince/Te	erritory (		18 ALBER	ITA		Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees	ŝ	Aborigi	nal Peopl	es		ons with	*		bers of	es
GROUPS	Total Number	Men		Total   Number			Total   Number	Men	Women	Total   Number	Men	Women
			Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Jpper-level nanagers	0		0		0	0					0	0
Middle or other	0	[ 0 [	0	) 0 	0	0	0	0	0	0	0	0
Professionals	0	0	0	0 	0	0	0 	0 	0	0	0	0
Semi-professionals and technicians	1	1	0 	0	0 	) o	0	0	0	0 	0 	) O
Supervisors	1 0	0 	0 	0 	0 	0 	0 	0	0 	0 	0	1 0
Foremen/women	0	1 0	0 	0 	0 	1 0	0	1 0 1	) o	0 	0 	0
Clerical workers	0	0	0	0	0	0 	0	0	0	0	0	0
Sales workers	0 	0	1 0	0	0	0 	0	0	0	1 0	0	0
Service workers	0	1 0	0	0 	0	1 0	) o	1 0	0	0	0 	C
Skilled crafts and trades workers	0	0 	0 	0 	1 0	1 0	0 	0 	0	0 	0	(
Semi-skilled manual workers	1 1	1	0 	0 	0 	0 	0 	0 	0 	0 	0	(
Other manual workers	0 	0 	i	0 	0 	0 	0 	0 	0	1 0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	2			0	0	0	0	0	0	0	

PERMANENT PART-TIME EMPLOYEES TERMINATED Form 6 Part 8

Location:	Nat	ional (Car	nada) X Pi	rovince/Te	erritory (	(specify)	18 ALBER	RTA	1	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees	5	Aborigi	inal Peopl	les		sons with			mbers of	es
GROUPS	Total Number		•	Total   Number			Total Number			Total     Number	Men	Women
		Col. 2										
ipper-level nanagers	0		0	0	0	0	0	0	0	0	0	0
Middle or other	0	0 	0	0 	0	) 0 	0	0 	0	0   	0	0
Professionals	0	O	0 	0 	0	0 	0 	0 	0	0	G	0
Semi-professionals and technicians	0	0 	0 	0 	0	0	0 	0 	0	0	0	C
Supervisors	0	0	0	0 	0	0 	0 	0 	0	0	0	c
Foremen/women	0 	G	0	0	Ð	0 	0	0	0	0	0	(
Clerical workers	2	0	2	0 	0	0	0 	0	0	0	0	C
Sales workers	0	0	0 	0 	0	0 	0	l 0	0	0   	0	C
Service workers	0	0 	0	0 	0	0 	0	0	0	0	0	(
Skilled crafts and trades workers	0	[ 0 [	) o	0	0	0	0 	0	0 	0	0	(
Semi-skilled manual workers	{ 1	l 0	1	[ 0	0 	0 	0	1 0 1	0	0 	0 	( 
Other manual Workers	) 0 1	1 0	0 	0 	0 	0 	j 0	1 0	0 	0 	0 	( 
TOTAL NUMBER OF EMPLOYEES	3	0	   3 	0	) 0 	( 0	0	0 	0	0	0 	

#### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES FORM 2 Part A Page 1

Name of Business:	009001 AIRBC I	LIM	ITED	In	dustrial	Sector:	451 A	IR TRANS	SPORT INDU	JSTRIES.	Reporti	ng Period	d: 198	89
Location:	National (Cana	ada	) X Pr	rovince/	Territory	/ 15 BF	RITISH C	OLUMBIA		Designa	ted CMA			
OCCUPATIONAL	Top and		ALL	Employe	es	Abor	iginal Pe	eoples		ersons w		1	Members o	
	bottom of								j					
GROUPS	salary range			•		Total     Number	*	•	Total   Number		1 Yomen	Total	Men	Wome
		4 4						•						
	Col 1			•		1 1	•		Col 8	•	,			Col
		141	1 3	3			1	1			1	1		1
Upper-level	and over	1		1	1	1	1	1		1		1	1	
managers		121		1 2	1 2		1	1	1	1			1	
	39999	[1]	3	3		1	1			1	1			1
			•		1	========		1	=======		*******	========	1	1
and the second		141				1	•	-				-	1	1
Middle or other		121					1				1	1	1	1
managers		111					1	1		1	1		1	
	•				•				= ========					.====
	1	141		1			1			1	1		1	1_
Professionals		131												
		2												
	i	[1]		!			1		1	1	1	1	1	1
*************		1 1	1						======					-==
		4						1	1		1	<u> </u>		
Semi-professionals	1	3	-			1	1 1					1	-	_
and technicians		121		-	-	-	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	1 1	1 1	-
		11		,			1	1	1	1			1	
		= =   4	•		1	=======	1		======	1	1	======	1	
Supervisors	•	131		-				1	1	1	1	1	1	-
Super visors	-	121		1	1			1	1	1	1	1		1
	•	11			1 1			1	1	1	1	1		
				•					= ======	.======				.===
	50000	141	7	1 7	1	i	1	1	i	1	1	2	1 2	1
Foremen/women	•	3			1			1			1			
	15000	2	6	1 5	1 1				1					1
	•	111			1 1	1	1	1	1	1	1	1	1	1

Name of Business:	009001 AIRBC	LIM	11150		dustrial	Sector:	451 A	IR TRANS	PORT INDU	STRIES	Reportin	g Period	: 1989	9
Location:	National (Car	ada	) X Pr	rovince/	Territor	у 15 ві	RITISH CO	OLUMBIA		Designa	ted CMA			
	 1	 				 	• • • • • • • • • • • • • • • • • • • •		Pe	rsons w	: ith	 {	tembers o	 of
OCCUPATIONAL	Top and   bottom of	0		Employe	es	Abor	iginal Po	eoples	Di	sabilit	ies	Visib	le Minor	ities
GROUPS	salary range				1	Total		l	Total		1	Total		1
			Number		,	•		1	Number		•	•		Wome
	Col 1	ii			4		Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col
	1 35000	141	5	5	 			=====: 	::::::::: 	=======	 		********	===== 
Clerical workers	39999	131	34	17	1 17	1					1			1
	7500	121	125	32	93	1			1		1	8	1	
	9999	111	55	22	33	1		1				3		:
	*********	1=1							=======	======	******	======		
	30000	141	3	1	2			L			1	L		
Sales workers	34999	[3]	2	2			L	L			· .		L	L
	15000	121	4											
	17499	[1]	4		•						1	1	1	
***************		!!		1					=======	222222		=======		
Service workers	30000	141	21	<u> </u>	1 17	1			1 1		1 1			
Sel Vice Workers	1 12500	121	20			1		1			,	1 1		<u> </u>
	14999	111	52			1		l		-	1	1		l .
									!  -======	=======		 		{ ======
	45000	141	21	20	1 1			1			ł	1	1	1
Skilled crafts and	49999	131	54	54	1			1			1	4	4	
trades workers	12500	121	56	51	] 5			1				1	1	
	14999	111	22	12	10	1								
		1=1	======									*******		*****
	22500	141	7								L			L
Semi-skilled	24999	131	14	14		1	L	1			1			
manual workers	10000	121												
	12499	11	6		1	1								i
4==================================	l 25000	141	1						=======		1	======		:==== 1
Other manual	1 27499	131	4		1 4	1	1	1			1			1
workers	17500	121	8					1	1					
	19999	11	10	3	7	1		1			l	1		
TOTAL NUMBER OF EM		=	759			1					2	24		

# Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Part B Page 1

Name of Business:	009001 AIRBC 1	LIM	ITED	In	dustrial	Sector:	451 A	IR TRANS	PORT INDI	JSTRIES.	Reporti	ng Period	d: 198	39
Location:	National (Cana	ada	) X P	rovince/	Territor	y 15 Bi	RITISH C	OLUMBIA		Designa	ted CMA			••
OCCUPATIONAL	1	  q		Employe	es	Abor	iginal Po	eoples	1	ersons w			lembers o	
GROUPS	bottom of  salary range	A	Total	•	   Women	Total Number	•	Women	Total		Women	Total   Number	Nen	Women
	Col 1	T  	Col 2	Col 3	Col 4	Col 5	Col 6	4	Col 8	ŧ	1			   Col 1
	1	141	2523333					1	<u> </u>					
Upper-level managers		3   2   1						1						
***************			======	! ======= !	1	  ======= 	! ======== !	! ======= 		1 ======= 	 ======= 			   
Middle or other	<u> </u>	31		1										
	i 	1	=======											 
Professionals	İ	4   3		1		<u> </u>						1		
	i	121		1		1	1		1			1		
	1	=    <u>4 </u>  3		<u> </u>	1	1		<u> </u>	1		<u> </u>	======	 	
Semi-professionals and technicians	1	<u>2 </u>  1		1			1		1		1			
=======================================				' ======== 	1	=======	: ======== [	! ========= 1	=======	: ======== 	 ======== 	=======	   	' ====== 
Supervisors	•	3												
**************		1	*****	 		  ======	======					=======		 ======
Foremen/women	•	3											l	<u> </u>
	1	12		1	1		I	1	1	1	1		1	

Location:	National (Can	ada	) X Pi	rovince/	Territor	y 15 Bi	RITISH C	A I 8MUJO		Designa	ted CMA			
OCCUPATIONAL	1	101		Employe	es	Abor	iginal P	eoples	1	ersons w			tembers o	
GROUPS	bottom of  salary range				 I	Total		.	Total		1	Total		
uncor 3		R	Number	Men	Vomen	Number	Nen	Women	Number	Men		Number	Men	Women
	Col 1							   Col 7	1 1			1	   Col 12	Col 1
											********			.=====
Clerical workers	12500	131	4	1 4	3							1		1
Clerical workers	14999	151						1				1		1
	7499	111	60					1						
							 =======	=======	 			  =======		
	1	4						1					1	
Sales workers	1	131						1						
	1	121												
	1	[1]	1					1						
						======	=======	=======	======	======			******	
	7500	[4]	3		3									
Service workers	9999	3	2		2									
	5000	121	22	4	18						<u> </u>			
		1.1	1			 		1						
	l 7500	41	1 /		1			1						
Skilled crafts and		131						1	1				1	
trades workers	0	121												
	0	111											i	
		=		=======		======								
	12500	141	2	2					1			1		
Semi-skilled		3	2	2									1	
manual workers		121	4 1											
	4999	1	1	1 .								1	1	
		: :				=======								
Other manual	7500	131	2	1	1					-				
workers	!	151												
	1 0	111	1											
		1=1:		=======		 		 			 			
TOTAL NUMBER OF EMP		1	142									2		2

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3

Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. 009001 AIRBC LIMITED Reporting Period: 1989 National (Canada)X Province/Territory (specify) 15 BRITISH COLUMBIA Location: Persons with | Visible Minorities Disabilities All Employees Aboriginal Peoples | Total | Men | Women | Total | Men | Women | Total | RANGES Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 | 0 | 0 | 0 | 1 0 0 | 0 1 3 | 0 | 0 | 43 | 28 0 0 0 \$10,000-\$14,999 0 | 0 | 1 0 | 1 99 43 | 56 1 \$15,000-\$17,499 0 | 0 | 0 | 6 0 | 0 | 104 51 53 1 | 29 | 0 | 0 | 0 | 1 [ 0 | 0 0 1 0 | 1 0 1 | 4 1 1 48 \$22,500-\$24,999 122 0 | 0 | 0 | \$25,000-\$27,499 34 [ 21 | 13 I 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$27,500-\$29,999 61 1 57 4 0 4 | 0 | 0 | 0 | 0 | \$30,000-\$34,999 100 | 88 | 12 | 0 | 0 | 0 | 0 | 0 | 1 | 29 27 | 2 | 0 | 0 | \$35,000-\$39,999 0 | 4 | 4 1 0 | 0 | 0 | 78 77 1 | 1 | 1 34 | 0 | 0 | 0 | 0 | 0 | 0 0 | 0 \$50,000-\$69,999 31 3 | 0 0 | 3 | 0 | 0 | 0 | 0 1 0 | 0 | 3 | 0 | \$70,000 >

1 |

1 |

2 |

2 1

24 1

12 1

TOTAL NUMBER OF

EMPLOYEES

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part 8

Name of Business	: 00900	1 AIRBC LI	MITED				Industri	ial Sector	: 451 A	IR TRANSP	ORT INDUS	TRIES.
Location:		National	(Canada)X	( Province	e/Territo	ry (speci	fy) 15 BR	RITISH COL	UMBIA	Repor	ting Perio	od: 1989
SALARY	   ALL	Employees		Aborigi	inal Peop	les		ons with			pers of Minoritie	es
RANGES	Total	Men	Women	Total	Hen	Women		Men	Women	   Total	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< <b>\$2,</b> 500	0	0	0	0	0	1 0	0	0	0	0	0	0
\$2,500-\$4,999	1	1 1	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	64	18	46	0	0	0	0	0	0	0	0	0
\$7,500-\$9,999	42	12	30	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	32	7	25	0	0	0	0	0	0	1	0	1
\$12,500-\$14,999	] 3	1	2	0	0	1 0	0	0	0	1	0	1
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	0	0	1 0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	1 0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0 1	0	0	0	0	0
\$40,000-\$49,999	[ 0	0	0	0	0	0	0	0	0	0	0	0
> <b>\$</b> 50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF	142	39	103	0	0	0	0	0	0	2	0	2

PERMANENT FULL-TIME EMPLOYEES HIRED Form 4 Part A

Hamp of Punisage, 000001 AIDEC LIMITED

Location:	мат	ional (Ca	nada) X P	rovince/T	erritory	(specify)	15 BRIT	ISH COLUM	BIA	Reporting	g Period:	1989
OCCUPATIONAL	All	Employee	s	Aborig	inal Peop	les	•	sons with		•	mbers of Minorit	ies
GROUPS	Total Number	   Men		Total   Number	•	•	Total   Number	   Men	Women	Total   Number	Men	   Women
										Col. 10		
Jpper-level nanagers	1	1	0 	0	0	0	0	0	0	0	0	(  .
Middle or other managers	0	0	0	0	0	0	0 	0 	0	0	0	(
Professionals	0	0	0	0	0	0	0	0 	0	0	0	(
Semi-professionals   and technicians	49	47 	2	į 0	0	0	0 	0	G	0	0	(
Supervisors	1	1	0	0	0	0	0	0	. 0	0	0	(
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	(
lerical workers	44	13 	31 	1	0	1	0	0	0	4	0	4
ales workers	5	4	1	0	0	0	0	0	0	0	0	(
Service workers	22	4	18	0	0	0	0	0	0	0	0	(
killed crafts and   rades workers	50	49	1	0	0	0	0	0	0	2	2	(
emi-skilled   nanual workers	15	15	0	0	0	0	0	0	0	0	0	(
orkers	13	6	7		0	0	0	0	0	1	0	_ 1
TOTAL NUMBER OF	201	141	60		0	1	0		0 1	7	2	

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part 8

Location:	Nat	ional (Car	nada) X P	rovince/Te	erritory	(specify)	15 BRIT	ISH COLUM	BIA	Reporting	Period:	1989
OCCUPATIONAL	   All	Employee	s	Aborig	inal Peop	les	,	sons with		•	nbers of Minorit	ies
GROUPS	Total Number	   Men	•	Total   Number		,	Total Number	•		Total   Number	Men	Women
			•					•	*	Col. 10	Col. 11	Col. 1
Upper-level managers	0		0	0	0	0	0	0 		0	0	0
Middle or other	0	0 	0	0 	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0 	0	0	0	0	0	0
Semi-professionals   and technicians	0	0 	0	0	0	0	0	0 	l 0	0	0	0 
Supervisors	0	0	0	0	0	0	) o	l 0	0 	0	0	0
Foremen/women	0	0	0	0	0	0	0	0 	0 	0	0	0
Clerical workers	83	29 	54	0	0	0	0	0	0	0	0	0
Sales workers	0 	0	0 	0	0	0	0	0 	0 	0	0	0
Service workers	25	3 	22	0	0 	) 0 	0 	0 	0 	0	0	0 
Skilled crafts and trades workers	1	0 	1 	0 	0	0 	0	0 	0 	0	0	0 
Semi-skilled manual workers	9	9 	[ 0	0 	0 	0 	0 	0	0 	0	0	j 0
Other manual Workers	5	2	3	0 	0 	0 	0 	0 	1 0	0 	) 0 	0 
TOTAL NUMBER OF EMPLOYEES HIRED	123	43	80	0	0	0	] 0	0	0	0	0	=======   0

PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 Part A ..... | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Name of Business: 009001 AIRBC LIMITED National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA Reporting Period: 1989 Location: Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Members of Aboriginal Peoples Disabilities Visible Minorities All Employees OCCUPATIONAL | Total | | Total | Total | Total | GROUPS Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 | 0 1 1 | 0 | 0 | 0 1 1 | 0 | 0 1 Upper-Level -1 -1 --1 1 -1 -1 -1 1 managers 0 1 0 1 0 | 0 [ 0 1 Middle or other 0 1 0 1 1 1 - 1 -1 -1 0 1 0 1 0 1 0 1 0 1 0 | 0 1 Professionals 0 | 0 | 1 -1 1 -1 - 1 -1 -1 0.1 0 1 0 1 1 | 1 | 0 | 0 1 0 | 0 | 0 1 0 1 |Semi-professionals | 1 -1 - 1 1 1 land technicians - 1 - 1 0 1 0 | 0 | 0 1 0 [ 0 1 0 [ 0 1 0 1 --1 --1 - 1 -1 1 -1 3 1 0 j 0 | 0 | 0 1 1 1 1 | n 3 1 Foremen/women -1 0 1 0 | 1 | 0 1 0 1 0 1 0 1 1 1 1 -0 0 1 0 1 0 | 0 1 Sales workers -1 - 1 1 -1 -1 1 1 -1 1 Service workers 1 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 -1 1 1 1 0 1 0 | Iskilled crafts and I 9 1 8 | 1 | 1 1 -1 Itrades workers -- 1 0 | 0 1 0 | 0 1 0.1 0 1 0 1 0 1 Semi-skilled 0 | 0 1 0 1 -1 1 1 Imanual workers -1 -1 1 - 1 0 | 1 1 0 | 0 1 0 1 0 [ 0 | 0 | 10ther manual 1 | -1 - 1 1 -1 -1 - 1 lworkers - 1 - 1 ______ ------0 | 0 1 TOTAL NUMBER OF 17 13 | 4 0 1 0 1 ถ 1 0 1 1 1 EMPLOYEES PROMOTED | -1 - 1

TOTAL NUMBER OF

PROMOTIONS

17

13 |

4 1

0 |

- 1

0 |

0 [

0 1

- 1

0 |

- 1

1 |

0 |

## . Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	15 BRIT	ISH COLUM	BIA	Reportin	g Period:	1989		
OCCUPATIONAL	   ALL	Employee	s	Aborig	inal Peop	les	•	sons with		Members of   Visible Minorities				
GROUPS	Total			Total   Number	Men '		Total   Number	Men	•	Total   Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1		
Upper-level managers	1		0 		0	0	0 	0	0	0	0	0 		
Middle or other managers	1 	0 	1	0	0	0	0	0	0	0	0	[ 0		
Professionals	0 	0	0 	0	0	0	0	0	0	0	0	0 		
Semi-professionals and technicians	10	,9 	1   	0	0	0	0	0	0	0	0	c		
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0		
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0		
Clerical workers	17	9	8	1	0	1	1	1	0	1	0	1		
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0		
Service workers	14	3	11	0	0	0	0	0	0	0	0	0		
Skilled crafts and   trades workers	19	15	4	0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	6 [	6	0	0	0	0	1	i	0	0	0	0		
Other manual   workers	7	5	i	0	0	0	0	0	0	0	0	0		
TOTAL NUMBER OF   EMPLOYEES   TERMINATED	76	48		1	0	1	2	2	0	1	0 j	1		

## Employment and Immigration Canada

			PER	RMANENT PA	ART-TIME I	EMPLOYEES	TERMINATE	ED	For	rm 6	Part 8	
Name of Business:	009001	AIRBC LIN	ITED			I	Industri	al Sector:	451 A	IR TRANSPO	ORT INDUST	TRIES.
Location:	Nat	ional (Car	nada) X Pr	rovince/Te	erritory	(specify)	15 BRIT	ISH COLUME	BIA	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees		Aborigi	inal Peop	les		sons with		•	nbers of Minoriti	ies
GROUPS	Total Number	   Hen		Total Number	•	•	Total   Number	•		Total Number	Men	Women
	Col. 1	Col. 2			•	•	•			Col. 10		Col. 12
Upper-level managers	0						0					0
Middle or other managers	0	0 	0	0	) 0 	0 	0 	0	0	0 	0	0 
Professionals	0 	0 	0 	0	) o	0	0 	0 	0	0	0	) 0 
Semi-professionals and technicians	0 	[ 0	0 	0 	0 	[ 0	0 	0 	0	0	0	0
Supervisors	0 	0	0 	0 	1	0 	0	) O	) 0 	0 	0 	0 
Foremen/women	0 	) o	0 	0	0	0 	0	0 	0	0 	0	0 
Clerical workers	47	14	33	1 	j 0	1	0 	0	0 	0 	0	0
Sales workers	0 	0	0	0   .		0 	•	[ 0	0	[ 0	0	0 
Service workers	14	2	12 	) o	) o	0	0 	0	0	0	0	0
Skilled crafts and trades workers	2 	1	1 1	1 0	1 0	0	0 	0	l 0	[ 0	0	0
Semi-skilled manual workers	1 4	1 4	0 	0	1 0	0 	1 0	1 0	! o	0	0 	0
Other manual workers	3	1	2	0 	0 	0	0 	0 	1 0	1 0	l 0	0 
TOTAL NUMBER OF EMPLOYEES TERMINATED	70   70	22	48   48	1	0   	1	0	0   	0	0	0   	0 

## Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES . Form 2

Part A Page 1

Name of Business:	009001 AIRBC	LIM	IITED	ED   Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.   Reporting Period: 1989 												
Location:	National (Can	ada	i) Pi	rovince/	Territor	y			Х	Designa	ted CMA	02 EDMON	ITON			
CCUPATIONAL GROUPS				Employe	es	Aboriginal Peoples			1	ersons w isabilit		Members of   Visible Minorities				
		A	Total Number	Men		Total   Number	Men	Women	Total   Number	•	Women	Total		Women		
	Col 1				Col 4	Col 5	Col 6	1	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1		
		141							1							
Upper-level	1	3			1			1	1							
managers	1	2									L			L		
		11		l 			 		 	! 						
	1	4						1								
Middle or other	I	3				1		1								
managers	1	11			1				1					l		
		1 1														
Professionals	1	141		1	1			1	1		-					
Professionals	1-	121		1	1	1		1	1							
		11			1			1	1					1		
	60000	=   4				======	:===== 			 						
Semi-professionals	64999	131				1		1	1	1	1			1		
and technicians	15000	121				1		1	1	1	İ			1		
	17499	11	12	11	1			1	1		I	1	1	ĺ		
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0		131		1	1							1		1		
Supervisors		151		1	1	1		1	-		1	1		1		
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foremen/women	1 44999	131		1	Ī			1	1	ı	1			1		
	27500	121		1	Ī	1	1	1	1	i	i	Ì				
	29999	11		1 1	1		1	1	1 .	1						

Name of Business:	009001 AIRBC	LIF	II TED	In	dustrial	Sector:	451 A	IR TRANS	PORT INDI	JSTRIES	keportin	g Period	: 198	9	
Location:	National (Car	National (Canada) Province/Territory X Designated CMA 02 EDMONTON													
	1									ersons w		Members of			
OCCUPATIONAL	Top and   bottom of	[0]		Employe	es	Aboriginal Peoples			D	isabilit	ies	Visible Minorities			
GROUPS	salary range	A R	Total Number	Men	Women	•	Men	Women	Total   Number			Total Number	Men	Wome	
	Col 1	П	Col 2	Col 3	*	Col 5	Col 6	Col 7	Col 8		•	•		•	
	30000	4		1 2		:=====: 	======= 	====== j	======= 	:======	 	======= 	 	 	
Clerical workers	34999	31		1	1			1	i		1	1		1	
	10000	2	4	1 1	3						1				
	12499	11	7	2	5				1		1	1	1		
*************	=======================================	1 1	=======		********	332222								======	
		141			<del></del>				!		1		<u> </u>	<u> </u>	
Sales workers	ļ	13												-	
		12		1	1		l	l	1			1	1	1	
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	22500	141		i	1 1		1	ı	1	1	1	!	ı	1	
Service workers	24999	131		1	1 1			1	1		i	1	1	i	
	12500	[2]		1					1					1.	
	14999	11	14	1	13			1	1			1			
		=												-	
	50000	14	1	1	1			L		L	1	1			
Skilled crafts and	54999	[3]						l	1						
trades workers	25000	2						1	1				1	1	
	27499	11				!		l	!		1	1	1	1	
						======						=======			
Semi-skilled	20000	131							1				-	-	
manual workers	10000	121		1	1	1	1				1	\$	1		
iliditidat workers	12499	111		1 1	1	1	1	1	î	1	1	1	1	1	
		1.1		1	1	l ! ======	 	! 	1======	! 	[ =========	! !======	l 	1	
	1	14		1	1		1		1	1	1		ı	1	
Other manual		[3]		1	1	1	1	1	1	1	1	1		1	
workers		12		1	1	1	1	1	1	1		1	1	1	
	i	11		I	Ī	1	1	1	1				l	1	
		=	======			======						======	; =======		
TOTAL NUMBER OF EM	PLOYEES		105	1 79	1 26	i	1	1	1	1	1	1 1	1 1	1	

## Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2

Part 8 Page 1

Name of Business:	009001 AIRBC	LII	4ITED		ndustria	Sector:	: 451	AIR TRANS	SPORT IND	USTRIES.	Reporti	ing Perio	d: 19	89
Location:	National (Canada) Province/Territory X Designated CMA D2 EDMONTON													
OCCUPATIONAL	Top and   bottom of	   0		Employe	ees	Abor	Aboriginal Peoples			ersons w isabilit		Members of   Visible Minorities		
GROUPS	salary range	e A	Number	Men	Women	Number	Men	Women	Total   Number	Men	Vomen	Total   Number	Hon	Women
=======================================		1.1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
	!	41					 L			========				=====:
Upper-level		3							1.00					
managers		2												
		1	-		1			1					1	
		= : 4		=======		=======		=======	======		=======	=======	-======	======
Middle or other	1	<del>41</del>												
managers		21												
		11	1										1	
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	1	41				1	1				=======	========		======
Professionals	I	3	1											
	1	21												
		1	- 1	1	1	1				1				
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	! !!	٠		1				i	1	1	1	1	1	
Semi-professionals and technicians		31					1	1		1		1		
and technicians	1-	2												
			-	-	- 1	1	1	1	1	1	1	1	Ī	
	1	=			======			======	=======		======			======
Supervisors	4	1										- 1		
,	1 12	_												
	1 11	_		1										
			 	!	I.			!	i	1	1	- 1	1	
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Foremen/women	3											L		
	2	_	1	1	1					<u>-</u>				
	1 11	_												









